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1919/20

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The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

REPORT
OF THE
BOARD OF CONCILIATION AND
ARBITRATION

REPRINT FROM THE

ANNUAL REPORT OF THE DEPARTMENT OF LABOR
AND INDUSTRIES

TOGETHER WITH THE

DECISIONS OF THE BOARD OF CONCILIATION
AND ARBITRATION

FOR THE

YEAR ENDING NOVEMBER 30, 1920



JAN 6 1922



BOSTON
WRIGHT & POTTER PRINTING CO., STATE PRINTERS
32 DERNE STREET
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MASS. DEPT. OF LABOR & IND.

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31 Jan 22 m.e.D.

OFFICIALS

OF THE

DEPARTMENT OF LABOR AND INDUSTRIES.

Commissioner.

E. LEROY SWEETSER.

Assistant Commissioner.

ETHEL M. JOHNSON.

Associate Commissioners.

(CONSTITUTING THE DIVISION OF MINIMUM WAGE AND THE BOARD OF
CONCILIATION AND ARBITRATION.)

EDWARD FISHER. HERBERT P. WASGATT.

SAMUEL ROSS.

Secretary of Board.

BERNARD F. SUPPLE.

Office.

ROOM 472, STATE HOUSE.

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REPORT OF THE BOARD OF CONCILIATION AND ARBITRATION.

To the Commissioner of Labor and Industries.

Following is an account of the work of the Board of Conciliation and Arbitration for the year ending November 30, 1920.

ORGANIZATION AND FUNCTIONS.

As a result of the consolidation of the State departments, the rights, powers, duties and obligations of the Board of Conciliation and Arbitration were transferred to the Department of Labor and Industries, to be exercised by the three associate commissioners of the Department as a part of their duties, in the performance of which they retain the designation of the Board of Conciliation and Arbitration.

The functions of the Board have not changed, and in matters pertaining to labor disputes are three in number, — conciliation, arbitration and investigation. The Board also has jurisdiction in the matter of normality petitions and of hearings on the removal, suspension and transfer of veterans in the employ of the Commonwealth.

CONCILIATION.

The policy of the Board is to investigate, in so far as time and opportunity permit, all labor troubles and disputes arising in the Commonwealth, to ascertain the facts causing the same, and endeavor to assist the parties concerned in adjusting their differences, or, failing thereof, to induce the parties to submit the matter to arbitration.

The Board is convinced that in many, if not in most, instances the opportune time for rendering effective assistance to the parties is before a strike or lockout actually occurs. To that end it has adopted the policy of requesting the parties to call any prospective labor troubles to its attention before such a situation arises. There is ample evidence that this policy has been successful in preventing many serious labor troubles. It is hoped that both employer and employee will co-operate in carrying out this policy by giving notice in advance to the Board of any differences arising which may result in a controversy.

The Board will not consider the giving of this information as an appeal for its good offices, but merely as information sought, upon the receipt of which it will assume full responsibility for acting, and will investigate and tender its services to the parties or take such other steps as may seem advisable in an endeavor to prevent what might be a serious labor dispute.

ARBITRATION.

The Board has no power to arbitrate except by the mutual agreement of the parties concerned. After a case is submitted on a joint application a hearing is given before the Board. Each party has a right to nominate three or more experts, and the Board chooses one expert from each of the lists of nominations submitted. The parties have the further privilege, if the issue warrants, of submitting a list of factories or establishments in the Commonwealth where the wages paid and the methods and grade of work are similar to those in the factory or establishment in controversy. The experts, first being sworn under the direction of the Board, visit these factories or establishments, as well as the factory or establishment where the controversy exists, and make a confidential report to the Board, which thereupon makes a decision. Unless the nature of the issue otherwise requires, or the parties

otherwise agree, the decision remains in effect for six months. Either party, however, has a right to notify in writing the other party and the Board of its refusal to accept the decision, in which case the decision is operative for a period of sixty days after giving such notice.

INVESTIGATION.

In addition to the investigation in conciliation cases the Board has the power and authority to make an investigation in any industry in which labor trouble exists or is seriously threatened, provided more than twenty-five employees are involved, and provided, further, that conciliation efforts have been of no avail, and no agreement to submit the controversy to arbitration has been reached. Under such circumstances the Board has the right to publish a report of its investigation, finding the cause of the trouble and assigning the responsibility or blame for its existence or continuance. Under the law it is the duty of the Board to make such an investigation if the Governor so requests.

NORMALITY.

Where a labor trouble exists or has existed the employer may petition the Board for a certificate of normality. If, after a hearing, due notice of which is given by publication and by mail, the Board finds that the business of the employer is carried on in a normal and usual manner and to a normal and usual extent, a certificate of normality may be granted, which authorizes the employer to advertise for help without stating that a labor trouble exists among his employees.

SUMMARY OF THE YEAR'S WORK.

Upon the Board's assuming office there were 17 joint applications for arbitration and 2 normality petitions pending. In addition, 344 joint applications for arbitration and 23

normality petitions were filed, making a total of 386 arbitration and normality cases. Of the normality petitions, 24 have been acted upon, and 1 was abandoned, no hearing being requested. Decisions have been rendered in 333 arbitration cases (in 5 of which 1 issue, that of piece prices, is still pending); in 2 instances recommendations have been accepted in lieu of decisions; 12 applications (including the 5 above referred to) are still pending; and the balance of the applications (19) have either been settled by the parties, withdrawn or abandoned.

In the matter of conciliation, the good offices of the Board having been accepted by either one or both of the parties in 60 cases, 31 of these were settled in this manner and 5 were submitted to arbitration; in the remaining 24 cases no definite results have thus far been obtained. In addition, 59 cases have been filed, making a total (exclusive of the 12 arbitration cases now pending) of 505 matters acted upon or considered by the Board. The advice and the services of the Board have been sought in various other matters of concern to both employer and employee.

No attempt is made to present a detailed statement of activities; the following, however, is cited as an example of what is being accomplished through conciliation. On January 28, 1920, about 1,500 men, employed as freight-handlers at the local docks and freight sheds of the Boston & Maine and Boston & Albany Railroads, struck as a result of being unable to obtain either action on their claims for increased wages (which had been pending for some time), or definite information as to when a decision would be rendered by the Director-General of Railroads at Washington. It was apparent that this strike, if continued, would create a very serious situation. It would interfere with the movement of freight, increasing the congestion due to the severity of the weather; it would render imminent a shortage in the food supply; interrupt the general

channels of business; and ultimately would result in throwing a great number of men out of employment. It did, in fact, occasion a cessation of work for about 1,500 longshoremen.

On January 29 the Board conferred with the representatives of the employees, and, after investigating and ascertaining the cause of the strike, obtained their assurance that the employees would in all probability return to work if the Director-General of Railroads would fix a date on or before which a decision would be rendered, regardless of whether the decision was or was not in their favor. The Board immediately communicated with the office of the Director-General at Washington, and on February 3 received information that he would render a decision on February 9. This information was given to the representative of the employees, who in accordance with their assurance to the Board voted to return to work, which they did on February 5. The Board at that time obtained the further assurance from these representatives that, if later any differences arose, they would confer with the Board in advance to ascertain if some means could not be devised whereby any threatened labor controversy might be prevented.

Later, after the railroads were returned to private ownership and the matter of wages was before the Railroad Labor Board, the employees again became very restive by reason of what appeared to them to be an unnecessary delay in acting upon their claims. In accordance with their promise the representatives of the employees conferred on several occasions with the Board. The Board strongly advised them against taking any action, by strike or otherwise, which would prejudice their claim for increased wages then pending. This advice was accepted by the employees and the threatened trouble averted.

The work of the Board has greatly increased during the year, especially in arbitration cases. This increase is attributed

in part to the fact that both employer and employee more and more recognize that arbitration offers a just and equitable method of adjusting differences. The greater portion of these cases arises where, under trade agreements entered into between employer and employees, differences which they are unable to adjust are submitted to arbitration. Many of these trade agreements expired during the year, and by reason of unsettled conditions the parties were unable to agree, in many instances, on wage schedules, which resulted in the question being submitted to arbitration.

The Board views with satisfaction the fact that such controversies as have arisen between the employees in the street-railway service and their employers have either been adjusted or arbitrated, and labor controversies have thereby been averted.

The consolidation of departments has proved of service in securing a more nearly complete and accurate list of the labor controversies arising. Working in conjunction with the Division of Statistics of this Department the Board has now the benefit of additional information received by that division. The Board does not attempt to give any facts concerning the loss of time and money by reason of labor controversies, as these data are compiled by the Division of Statistics. Following are a list of industries in which joint applications for arbitration have been filed, with the issues arbitrated thereunder, a list of industries investigated by the Board as a conciliator, with the issues in controversy, and the decisions of the Board.

The Board takes this opportunity to extend to the parties with whom it has had dealings its most sincere appreciation of their assistance and co-operation. It trusts and believes that a continuation of these relations will inure to the benefit of the Commonwealth.

FINANCIAL STATEMENT.

Appropriations: —

Salaries,	\$4,700 00	
Experts,	13,800 00	
Contingent expenses, including travel, .	6,000 00	
	<hr/>	\$24,500 00

Expenditures: —

Salaries,	\$4,699 99	
Experts,	10,655 00	
Contingent expenses, including travel, .	5,700 68	
	<hr/>	21,055 67

Unexpended balance,	\$3,444 33
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Respectfully submitted,

EDWARD FISHER,
HERBERT P. WASGATT,
SAMUEL ROSS,

Associate Commissioners.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

CONCILIATION.

Industries affected.

Automobile.	Last making.
Baking.	Lumber.
Bookbinding.	Mattress.
Boxmaking.	Machinery, patterns and tools.
Building.	Novelties.
Clothing.	Orchestra.
Coal.	Public Employment.
Dyeing.	Pianos.
Foundry.	Shoes.
Furniture.	Sugar refinery.
Gas manufacture.	Textile.
Granite.	Transportation.
Hair conditioning, etc.	Wool.
Hotel.	

Principal Differences.

Closed shop.	Hours.
Distribution of work.	Individual contracts.
Discharge.	New agreement.
Discontinuance of a department.	Recognition of union, etc.
Discontinuance of bonus.	Refusal to negotiate.
Employment of non-union men.	Wages.
Factory conditions.	

ARBITRATION.

<i>Industries affected.</i>	<i>Issues arbitrated.</i>
Baking.	Wages.
Bookbinding.	Distribution of work.
Boxmaking.	Discharge.
Brewery.	Discharge.
Building.	Wages.
Gas and electric light plant.	Wages.
Hotel.	Wages.
Last making.	Wages.
Motors.	Wages; classification of employees.
Poultry dealers.	Wages and hours.
Shoemaking.	Wages.
	Wages and hours.
	Date of agreement.
	Discharge.
	Measurement of heels.
Tackmaking.	Wages.

NORMALITY CASES

NORMALITY CASES.

Certificates of normality of business were issued to the following-named petitioners: Algonquin Leather Company, Woburn; American Rubber Company, Stoughton; Baker-Vawter Company, Holyoke; Cadogan & Co., Boston; Densten Hair Company, Peabody; W. J. Dobinson Engraving Company, Boston; Farr Alpaca Company, Holyoke; Fitchburg Foundry Company, Fitchburg; Franklin Engraving Company, Boston; L. H. Goodnow Foundry Company, Fitchburg; Patrick J. Hart, Fitchburg; The Hub Forge, Boston; Journal Engraving Company, Boston; Thomas A. Kelley & Co., Lynn; Manning, Maxwell & Moore, Inc. (Putnam Machine Works), Fitchburg; Millar & Wolfer, Chelsea and Everett; William H. Mudge, New Bedford; New England Brass Foundry Company, Worcester; Scott Brothers' Pattern Works, Cambridge; Patrick Smith, Boston; Suffolk Engraving and Electrotyping Company, Boston; Tanners' Products Company, Peabody.

Certificates were denied to the Walton Lunch Company of Boston and the Wilton Tool and Manufacturing Company of Boston.

No action was taken on the petition of the Colonial Dress Company of Waltham, as after it was filed, no hearing was asked thereon.

DECISIONS

DECISIONS.

T. D. BARRY COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, HOWARD & FOSTER COMPANY, M. A. PACKARD COMPANY, PRESTON B. KEITH SHOE COMPANY — BROCKTON.

On December 23, 1919, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Diamond Shoe Company, W. L. Douglas Shoe Company, Charles A. Eaton Company, Howard & Foster Company, and M. A. Packard Company and Preston B. Keith Shoe Company and cutters. (106)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the above-named employers in Brockton for the work as there performed, to be determined under the classification of leathers, pointing and value per point as follows: —

CLASSIFICATION OF LEATHERS.

Cutting whole shoes by hand:

Class 1:

Colored kid, colored kangaroo, genuine buck (whole shoes), black glazed kangaroo.

Class 2:

Full-grain Russia calf and Russia sides, black and colored Cordovan, ooze calf (whole shoes), Nu Buck sides (whole shoes), black vici.

Class 3:

Gun metal, box calf and sides, colored snuffed sides, oil grain leather, colored patent leather.

Class 4:

Patent leathers (except colored patent): patent colt, patent cowhide, enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Cutting whole shoes by machine:

Class 1:

Colors: colored kid, colored kangaroo, colored genuine buck (whole shoes).
Balance: black glazed kangaroo.

Class 2:

Colors: colored full-grain Russia calf and Russia sides, colored Cordovan, colored ooze calf (whole shoes), colored Nu Buck (whole shoes).
Balance: black Cordovan, black ooze calf (whole shoes), black Nu Buck sides (whole shoes), black vici kid, black patent vici kid, black elk.

Class 3:

Colors: painted colored snuffed sides or calf (boarded or smooth), colored patent leather, colored oil grain.

Balance: gun metal, box calf and sides, black oil grain.

Class 4: patent colt, patent cowhide (except colored patent leather), enamel.

Class 5: canvas shoes, buff leathers, satin oil, split.

Cutting tops, by hand or machine:

Class 1: colored kid.

Class 2: black kid, mat kid, mat calf, Russia calf, glazed kangaroo, mat kangaroo, boarded Russia, box calf, ooze calf, Nu Buck.

Class 3: side leathers, cloth tops.

POINTS.

Whole-shoe cutting, hand and machine; no change.

Top cutting:

By hand:

	Points.
Bal. tops,	3½
Seamless blucher tops,	4½
Foxed blucher tops,	3½
Button tops,	4
Lace oxford tops,	3½
Button flies,	1½
Button-fly linings,	½

By machine:

Bal. tops,	3½
Seamless blucher tops,	3½
Foxed blucher tops,	3½
Button tops,	4
Lace oxford tops,	3½
Button flies,	1½
Button-fly linings,	½

VALUES.

Whole-shoe cutting:

By hand:

	Per Point.
Class 1,	\$0 01056
Class 2,	00935
Class 3,	0088
Class 4,	00792
Class 5,	00704

By machine:

Class 1:

Colors,	00828
Balance,	00771

Class 2:

Colors,	00736
Balance,	0069

Whole-shoe cutting — *Con.*By machine — *Con.*

Class 3:										Per Point.
Colors,	.	.	.	.	.	.	.	.	.	\$0 0069
Balance,	.	.	.	.	.	.	.	.	.	0064
Class 4,	.	.	.	.	.	.	.	.	.	00575
Class 5,	.	.	.	.	.	.	.	.	.	00517

Top-cutting:

By hand:

Class 1,	.	.	.	.	.	.	.	.	.	009
Class 2,	.	.	.	.	.	.	.	.	.	00804
Class 3,	.	.	.	.	.	.	.	.	.	00696

By machine:

Class 1,	.	.	.	.	.	.	.	.	.	00656
Class 2,	.	.	.	.	.	.	.	.	.	00586
Class 3,	.	.	.	.	.	.	.	.	.	00507

The terms and conditions of existing agreements are to be modified to conform herewith. Where an agreement contains a condition providing in substance that: "All jobs shall contain not more than three styles or three widths. All jobs containing more than three widths or three styles shall be paid for at one-half cent per pair extra," the following shall be added thereto: "This shall not apply to jobs valued at \$8 or more."

The payment of an extra price of 10 per cent. by the Howard & Foster Company for cutting the green-tagged shoe, so called, shall be discontinued.

The Board recommends that all-round cutters shall receive their proportional share of all kinds of leather. This does not mean that the manufacturer must give leather to cutters who have no experience on that kind of leather.

By agreement of parties this decision shall take effect December 29, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

STACY-ADAMS COMPANY.—BROCKTON.

On December 23, 1919, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and lasters.
(155)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated

by the parties, the Board awards that \$0.2323 per 24 pair shall be paid by Stacy-Adams Company at Brockton to operators of No. 5 bed machines for wetting dry boxes, when the operator is not at fault.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

ALDEN, WALKER & WILDE, INC. — WEYMOUTH.

On December 23, 1919, the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Alden, Walker & Wilde, Inc., shoe manufacturer of Weymouth, and lasters. (158)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Alden, Walker & Wilde, Inc., at Weymouth, for assembling and side-lasting women's shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

E. E. TAYLOR COMPANY — BROCKTON.

On January 2 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and edge-trimmers. (154)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 87 cents per 24 pair shall be paid by E. E. Taylor Company in Brockton for trimming edges on so-called square-toed shoes, as the work is there performed.

By agreement of the parties, this decision shall take effect from the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — MIDDLEBOROUGH.

On January 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and treers in Middleborough. (4)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the George E. Keith Company at Middleborough for the work as there performed: —

	TREEING.	Per 12 Pair.
Box calf,	\$0 22
Platinum calf, high or low shoes,	34
Russia, one-coat method,	45
Russia, two-coat method,	52
Black kid and Russia kid, high or low shoes,	38
With one coat of dressing,	extra 08
Colt kid,	36
Ironing black tops,	extra 08
Dressing and dulling tops,	extra 08

By the Board,

BERNARD F. SUPPLE, *Secretary.*

ALLEN, FOSTER & BRIDGEO — LYNN.

On January 8 the following decision was rendered: —

In the matter of the joint applications for arbitration of controversies between Allen, Foster & Bridgeo, shoe manufacturers of Lynn, and employees. (13, 14)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that there shall be no change in the prices now paid by Allen, Foster & Bridgeo at Lynn for skiving vamps and for pressing vamps on one-strap button shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

ROGERS & BRIGGS — LYNN.

On January 8 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Rogers & Briggs, shoe manufacturers of Lynn, and stitchers. (15)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 74 cents per 36 pair shall be paid by Rogers & Briggs at Lynn for top-stitching a Beverly tie or a three-eyelet oxford, as the work is there performed.

By agreement of the parties this decision shall take effect from the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

EMERSON SHOE COMPANY — ROCKLAND.

On January 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Company of Rockland and finishers. (159)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price now paid by the Emerson Shoe Company at Rockland for scouring bottoms of shoes of the white-tag grade, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On January 19 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and sole-fasteners. (10)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter

of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed: —

WELT DEPARTMENT.

Welting:	Per 12 Pair.
Regular work,	\$0 24
Rubber welt, double price.	
Samples, double price.	
Rapid stitching:	
Black fudge,	27
White stitch,	30
Rubber welt, double price.	
Samples, double price.	
Hour work, \$0.90 per hour.	

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On January 21 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and edgetrimmers. (23)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be no change in the prices paid by L. Q. White Shoe Company at Bridgewater for edgetrimming shoes with square shanks, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

On February 3 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and employees. (6-9)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by L. Q. White Shoe Company to employees in Bridgewater for work as there performed: —

Inseam-trimming,	Per 24 Pair. \$0 1025
Heel-shaving:	
Regular heels,	12
Rubber heels and top-pieces,	15
Heelseat-nailing:	
Cut-off soles,	06
Long soles,	055
Sole-laying,	11

By agreement of the parties this decision shall take effect as of November 14, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

WILLIAMS-KNEELAND COMPANY — BRAINTREE.

On February 4 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between Williams-Kneeland Company, shoe manufacturer of Braintree, and edgemakers. (2, 3)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Williams-Kneeland Company at Braintree for the work as there performed: —

Edgetrimming:	Per 12 Pair.
Green-tagged shoes,	\$0 363
Purple-tagged shoes,	No change.
Salmon-tagged shoes, by agreement,	5225
Edgesetting:	
Green-tagged shoes,	363
Purple-tagged shoes,	363
Salmon-tagged shoes, by agreement,	5225

By agreement of the parties this decision shall take effect as of December 15, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

J. H. WINCHELL & CO., INC. — HAVERHILL.

On February 5 the following decision was rendered: —

In the matter of the joint application for arbitration of controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and stock-fitters. (11)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to employees in Haverhill for work as there performed: —

	Per Week.
Cutting top-lifts,	\$26 00
Cutting taps,	26 00
Rolling stock,	20 00
Casing top-lifts and heels,	26 00
Cutting pulp,	26 00
Splitting innersoles,	21 00
Grading innersoles,	25 00
Sorting taps, second man,	24 00
Buffing, splitting and grading taps,	22 00

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, DIAMOND SHOE COMPANY, CHARLES A. EATON COMPANY, FRED F. FIELD COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, LIBERTY SHOE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, A. E. LITTLE COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, STACY-ADAMS COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS, INC., BION F. REYNOLDS, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On February 9 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, W. L. Douglas Shoe Company, Diamond Shoe Company, Charles A. Eaton Company, Fred F. Field Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, Killory-Moriarty Company, Liberty Shoe Company, Charles E. Lynch Shoe Manufacturing Company, A. E. Little Company, C. S. Marshall Company, M. A. Packard Company, Stacy-Adams Company, E. E. Taylor Company, Thompson Brothers, Inc., Bion F. Reynolds, Wall, Doyle & Daly, Inc., Whitman & Keith Company, and sole-leather workers. (12)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the above-named employers to employees in Brockton for work as there performed: —

	Per 48 Hours.
Cutting outsoles,	\$38 40
Sorting outsoles,	35 52
Cutting innersoles,	36 00
Sorting innersoles,	32 64
Casing outsoles,	28 80
Apprentices:	
First three months,	23 04
Second three months,	24 48
Thereafter,	Full price.

	Per 48 Hours.
Channeling innersoles,	\$35 52
Cutting taps and top-pieces,	28 80
Apprentices:	
First three months,	26 40
Thereafter,	Full price.
Cutting counters:	
Fiber,	24 00
Leather,	28 80
Apprentices: .	
First three months,	21 00
Thereafter,	Full price.
Cutting box toes,	24 96
Cutting lifting,	25 92
Apprentices:	
First three months,	23 52
Thereafter,	Full price.
Rounding innersoles and outsoles,	27 36
Apprentices:	
First three months,	24 96
Thereafter,	Full price.
Skiving counters,	28 80
Moulding counters,	27 36
Sorting top-pieces,	24 96
Compressing top-pieces,	24 96
Sorting taps,	24 96
Compressing heels,	24 96
Building heels,	22 08
Tacking rands,	22 08
Casing taps,	22 08
Casing innersoles,	24 00
Apprentices:	
First three months,	18 24
Second three months,	20 16
Third three months,	22 08
Thereafter,	Full price.
Sorting counters,	No change.
Sorting box toes,	23 04
Fitting stock,	24 00
Skiving outsoles,	23 04
Shanking outsoles,	23 04
Turning up channels,	20 16
Stitching Gem innersoles,	22 08
Trimming Johnson innersoles,	22 08
Pricking heels,	No change.
Putting on cloth,	16 50
Cutting cloth,	16 50
Sorting counters (after moulding),	16 80
End-clipping counters,	20 16
Sorting heels,	18 00
Skiving innersoles,	No change.
Stamping innersoles,	16 50
Stamping outsoles,	16 50
Grading outsoles (Lacine machine),	18 00
Apprentices:	
First two months,	13 92
Second two months,	15 84
Thereafter,	Full price.

Per 48 Hours.

Skiving taps,	No change.	
Skiving top-pieces,		\$16 50
Casing counters,		16 50
Pasting counters,		16 50
Casing box toes,		16 50
Pasting box toes,		16 50
Tying up innersoles,		17 28
Tying up outersoles,		17 28
Casing heels,		17 28
Scouring box toes,		16 50
Skiving box toes,		16 50
Chasing cripples,	No change.	
Grading innersoles,	No change.	
Fleshing innersoles,	No change.	
Scouring innersoles,	No change.	
Cementing outersoles,		16 50
Sorting lifts,	No change.	
Buffing outersoles,		16 50
Casing top-pieces,		17 28
Forming-in innersoles,	No change.	
Gouging lifts,	No change.	
Cutting-in toes,	No change.	
Skiving lifts,	No change.	
Sticking taps,	No change.	
Lumping,		22 08
Butting taps,	No change.	

For minor operations by beginners: \$15 per 48 hours when proficient,
the period of apprenticeship to be no longer than three months.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

D. B. GURNEY COMPANY — WHITMAN.

On February 11 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
D. B. Gurney Company of Whitman and tackmakers. (22)*

Having considered said application, heard the parties by their duly authorized representatives, investigated the character of the work in question and the conditions under which it is performed, and considered the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices now paid by D. B. Gurney Company to its tackmakers at Whitman engaged in the production of loose nails and taper loose nails, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

E. T. WRIGHT & CO., INC. — ROCKLAND.

On February 12 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between
E. T. Wright & Co., Inc., shoe manufacturer of Rockland, and lasters.
(103)*

Having considered said application, heard the parties by their duly authorized representatives, and considered the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by E. T. Wright & Co., Inc., at Rockland to operators of No. 5 bed machines for leather box toes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LYNN SHOE MANUFACTURERS.

On February 12 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between
members of the Lynn Shoe Manufacturers' Association, Inc., and their
Goodyear operators, members of Allied Shoe Workers' Local Union No.
2 of Lynn. (38)*

Having considered said application, heard the parties by their duly authorized representatives, investigated the character of the controversy, and having considered all the circumstances of the case, the Board awards that the prices to be paid by the members of the Lynn Shoe Manufacturers' Association, Inc., to the Goodyear operators, members of the Allied Shoe Workers' Local Union No. 2 of Lynn, for the work of welting, rough-rounding and stitching, as there performed, shall be as follows:—

REGULAR WORK.

Welting:	Per 100 Pair.
Women's and boys' shoes,	\$2 70
Women's and boys' shoes, leather innersoles with pointed toes (lasts to be listed),	3 30
Misses' and children's shoes,	2 40
Infants' shoes,	2 10
Stitching:	
Women's and boys' shoes:	
Nine stitches and under,	3 00
Pointed toes,	3 60
Misses' shoes,	2 70
Children's and infants' shoes,	2 40
Each additional two stitches or fraction thereof, $\frac{3}{10}$ of a cent extra, per pair.	
Rubber soles,	3 00
Rubber soles, around the heel,	3 30

Rounding:	Per 100 Pair.
Women's and boys' shoes,	\$1 20
Women's and boys' shoes:	
Around the heel,	1 38
Pointed toes,	1 50
Misses', children's and infants' shoes,	1 08
All samples, 1½ price.	
All lots of six pair or less, sample price.	

STITCHED-DOWN WORK.

Stitching:	
Infants' shoes and Kacks, all around,	\$2 40
Children's and infants', spring heel, all around,	2 70
Misses' and youths' shoes, all around,	3 00
Men's, women's and boys' shoes, all around,	3 60
Men's and women's shoes, from heel to heel,	3 00
Rounding:	
Misses', youths', children's and infants' shoes, all around,	1 14
Women's and boys' shoes, all around,	1 26
Men's shoes, all around,	1 44
All samples, 1½ price.	
All lots of 12 pair or less, sample price.	

In factories having a higher base price than that from which these increases are figured, there shall be a corresponding increase.

By agreement of the parties this decision shall take effect as of Oct. 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

REGAL SHOE COMPANY — WHITMAN.

On February 18 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and edgetrimmers. (17)

Having considered said application, heard the parties by their duly authorized representatives, investigated the character of the work in question and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 90 cents per 24 pair shall be paid by the Regal Shoe Company at Whitman for edgetrimming imitation turned shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

DIAMOND SHOE COMPANY — BROCKTON.

On February 18 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vampsers. (30)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Diamond Shoe Company to employees at Brockton for work as there performed: —

Vamping, circular vamps:	Per 24 Pair.
Pattern No. 2073:	
Single-needle, two rows,	\$1 01
Double-needle, two rows,	8486
Pattern No. 2099:	
Single-needle, two rows,	1 2154

By the Board,

BERNARD F. SUPPLE, *Secretary.*

COPLEY PLAZA OPERATING COMPANY — BOSTON.

On February 19 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Copley Plaza Operating Company of Boston and engineers and firemen. (47)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Copley Plaza Operating Company in Boston, for the work as there performed: to engineers, \$37 per week; to firemen, \$30 per week. This decision is to take effect as of February 4, 1920, the wage schedule also to apply to the period from December 23, 1919, to January 15, 1920, both inclusive.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BROCKTON.

On February 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vampers in Factories Nos. 1 and 3. (21)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in Factories Nos. 1 and 3 at Brockton for work as there performed: —

Vamping Aero quarter oxford:		Per 24 Pair.
Single-needle:		
Pink-tagged work,	\$1	1254
Blue-tagged work,		9512
White-tagged work,		9512
Double-needle:		
Pink-tagged work,		893
Blue-tagged work,		806
White-tagged work,		806

By agreement of the parties this decision shall take effect from the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

SLATER & MORRILL, INC. — BRAINTREE.

On February 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Slater & Morrill, Inc., shoe manufacturer of Braintree, and skivers. (32)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Slater & Morrill, Inc., at Braintree, to all-round skivers and trimming skivers, for the work as there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

WILLIAMS-KNEELAND COMPANY — BRAINTREE.

On February 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Williams-Kneeland Company, shoe manufacturer of Braintree, and skivers. (36)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Williams-Kneeland Company at Braintree to all-round skivers and trimming skivers, for the work as there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.* .

A. J. BATES COMPANY — WEBSTER.

On February 25 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company of Webster, shoe manufacturer, and cutters. (49)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$40 per week shall be paid by the A. J. Bates Company at Webster for whole-shoe cutting and sorting, as the work is there performed.

By agreement of the parties, this decision shall take effect as of December 1, 1919.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company of Webster, shoe manufacturer, and finishers. (50)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by A. J. Bates Company at Webster for the work as there performed: —

Scouring:	Per 12 Pair.
Full bottoms, including shanks and top pieces,	\$0 14
Full bottoms, including shanks,	11
Top pieces (as a separate job),	04

This decision shall take effect as of February 2, 1920.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company of Webster, shoe manufacturer, and sole-leather workers. (51)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$35 per week shall be paid by A. J. Bates Company at Webster for outsole-cutting, sorting and casing, as the work is there performed.

This decision shall take effect as of February 2, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

LYNN SHOE MANUFACTURERS.

On February 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and McKay stitchers. (52)

This controversy relates to an interpretation of agreements hereinafter referred to, under which the McKay stitchers employed by members of the Lynn Shoe Manufacturers' Association, Inc., claim the right to be paid extra for an operation known as "stitching around the heel," which would in effect involve, as the application reads, "opening the question of prices."

From the evidence presented it would appear that under date of July 31, 1919, an agreement was entered into between the parties, the last paragraph of which provides as follows:

The prices established by this increase shall be fixed prices, to remain in effect to September 19, 1920, and shall not be a subject of change or adjustment by employee or employer except by mutual consent.

It further appears that under an agreement later entered into (the date of which does not appear) between the Joint Council No. 1, United Shoe Workers of America, which represented among others the McKay Stitchers' Local No. 17, and the members of the Lynn Shoe Manufacturers' Association, Inc., it was provided as follows (in Article 7): —

During the life of this agreement there shall be no change in established prices, nor shall such prices be subject for arbitration except by consent of both parties to this agreement. Established prices as here used are defined to be prices in effect, or which have been agreed to, in the factory of said employer, on the date of this agreement.

It appears that this operation was performed in certain of the factories before, at the time and since the agreements were entered into, but was

not paid for as an extra but was included in the work for which the price-list was established. From the provisions of the agreements above quoted it would appear that the price-list could not be reopened without the consent of both parties to the agreement, and from the evidence presented to the Board it appeared that the members of the Lynn Shoe Manufacturers' Association, Inc., had not consented thereto.

Under these circumstances the Board finds that, as only one of the parties assents to a reopening of the price schedule, said schedule cannot under the terms of the agreements be reopened at this time.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

IDEAL VOGUE SHOE COMPANY — HAVERHILL.

On March 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Ideal Vogue Shoe Company of Haverhill and employees. (28)

Having heard the parties by their duly authorized representatives and considered said application and the facts and circumstances leading up to and occasioning the execution of the agreement in question, the Board awards that said agreement shall take effect as of December 1, 1919.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

HUCKINS & TEMPLE COMPANY — MILFORD.

On March 16 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Huckins & Temple Company, shoe manufacturer of Milford, and Goodyear welters. (37)

Having considered said application, heard the parties by their duly authorized representatives and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for the work as there performed: —

Goodyear welting:	Per 12 Pair.
Regular work,	\$0 2874
Ardmore, Longfellow, Manhattan and Victory lasts,	2874
Pulling out welt and cutting by hand, extra,	03
Samples, 1½ price.	

In the matter of the joint application for arbitration of a controversy between Huckins & Temple Company, shoe manufacturer of Milford, and Goodyear stitchers. (40)

Having considered said application, heard the parties by their duly authorized representatives and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for the work as there performed: —

Goodyear stitching:	Per 12 Pair.
Around the heel,	\$0 44
Fudge stitch, rope stitch or white stitch on rubber soles,	2874
White stitch,	3353
Samples, 1½ price.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On March 16 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees in the making department. (46)

Having heard the parties by their duly authorized representatives and considered said application and the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill for the work as there performed: —

Inseam-trimming:	Per 12 Pair.
New machine,	\$0 05½
Old machine,	06
Knocking out tacks,	03
Heelseat-rounding,	03
Sole-laying:	
Regular work,	06
Double soles,	06½
Heel-scouring (shoes not to be turned):	
Rough-scouring:	
One paper,	No change.
Two papers,	07
Smooth-scouring:	
One paper,	No change.
Two papers,	No change.
Rubber heels,	03½

Samples, No change.
Sorting innersoles; per week, \$31.50.
Cutting grain innersoles; per week, \$31.50.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On March 16 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
L. Q. White Shoe Company of Bridgewater and undertrimmers. (53)*

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of experts nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Undertrimming:	Per 24 Pair.
Bal. and button shoes:	
White-tagged,	\$0 44
Yellow-tagged,	49
Blucher:	
White-tagged,	45
Yellow-tagged,	50
Blucher oxford,	34
Circular-seam oxford,	33
Tuxedo and Penn button oxford,	33
Compo blucher,	55

By agreement of the parties this decision shall take effect as of December 26, 1919.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

LEWIS A. CROSSETT, INC. — ABINGTON.

On March 16 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
Lewis A. Crossett, Inc., shoe manufacturer of Abington, and lasters.
(110)*

Having considered said application, heard the parties by their duly authorized representatives and considered reports of expert assistants

nominated by the parties, the Board awards that the Bud, Snap and Pug lasts in the factory of Lewis A. Crossett, Inc., at Abington, shall be classified as high-toed or difficult lasts.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On March 16 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and employees at Brockton. (160)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by W. L. Douglas Shoe Company in Factories Nos. 1, 2 and 2-Annex, in Brockton, for knocking out innersole tacks and pulling side tacks and toe wires, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On March 17 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and Goodyear stitchers. (5)

Having heard the parties by their duly authorized representatives and considered said application and the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Goodyear stitching:	Per 24 Pair.
Yellow-tagged shoes (single soled, 10 stitches to the inch; double soled, 9 stitches to the inch),	\$0 64
Other grades (single soled, 9 stitches to the inch; double soled, 8 stitches to the inch),	58

By agreement of the parties this decision shall take effect as of November 21, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

LEONARD & BARROWS — MIDDLEBOROUGH.

On March 23 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Leonard & Barrows, shoe manufacturers of Middleborough, and employees in the lasting department. (63)

Said controversy relates to a style of last known to the parties as the West Point, of which they exhibit a sample, marked "4-D." The question is, "Does the West Point last belong in the high-toed class?"

Having considered said application and the configuration of the last, the Board decides that the West Point last in the factory of Leonard & Barrows at Middleborough does not belong in the high-toed class.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

STACY-ADAMS COMPANY — BROCKTON.

On March 25 the following decisions were rendered:—

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and treers. (18)

Having considered said application, heard the parties by their duly authorized representatives and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Stacy-Adams Company at Brockton for the work as there performed:—

	Per 24 Pair.
Dulling tops,	\$0 16
Box calf, gun metal and velours; cleaned, one coat of dressing and tops ironed, no change	929
Russia calf:	
Cleaned, washed, one coat of polish and ragged, no change	1 219
Extra coat of polish,	24
Black and tan kid and kangaroo; cleaned, ironed, two coats of dressing, no change	1 208
Patent leather; cleaned, washed and ragged:	
With tops of leather other than patent, including ironing, no change	1 54
With cloth tops,	1 306
Cutting off whole cloth covers,	90
Treeing returned shoes; per pair, \$0.07.	

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and treers. (39)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of expert assistants

nominated by the parties, the Board awards that the following prices shall be paid by Stacy-Adams Company at Brockton for the work as there performed: —

Treeing colored Cordovan shoes:

Per 24 Pair.

Cleaned, washed with naphtha. gummed with sponge, chalked (chalk in bag), marks rubbed out with stick, treated with one coat of Cordovan polish, and removed from tree,	\$2 05
Second coat of Cordovan polish, including extra jacking,	no change 23

By the Board,

BERNARD F. SUPPLE, *Secretary*.

CHURCHILL & ALDEN COMPANY — BROCKTON.

On March 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and treers. (31)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of expert assistants nominated by the parties, the Board awards that 20 cents per 24 pair shall be paid by Churchill & Alden Company in the Ralston and Farnum factories in Brockton for ironing Russia tops.

By agreement of the parties this decision shall take effect as of November 17, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

LITTLEFIELD & MOULTON — LYNN.

On March 31 the following decision was rendered: —

In the matter of the joint application of Littlefield & Moulton, box manufacturers of Lynn, and employees. (60)

A written agreement was entered into between the parties under the date of February 14, 1920, and a difference having arisen as to the right of the employers to discharge one of their employees under the terms of the agreement, such difference was submitted to the Board for arbitration, the submission being under the following specifications (the employers on the recommendation of the Board having permitted this employee to resume his former employment pending arbitration proceedings): —

1. Whether or not under the terms of said agreement the employers have a right to discharge said employee without consultation with or notice to the union; and

2. If such right does not exist, whether or not under the terms of the agreement the firm would be justified in discharging said employee for reasons therein specified.

After hearing the parties by their duly authorized representatives and considering the application and the evidence presented, the Board submits the following summary: —

The agreement makes provision, under certain conditions, for a reduction of wages, and specifies what may be sufficient cause for discharging employees, etc., and further provides under Article 9 as follows: —

Without discrimination for or against either union or non-union employees, any one, in consideration of the wage paid under this agreement, may be replaced by a new operative of a higher standard of value.

The employers contend that under the terms of this agreement they had the right to discharge the employee in question, as the “sole” reason for his discharge was that he was “replaced by a new operative of a higher standard of value.” The union contends that the employee was discharged because of his connection with the union.

It appeared that the employee in question entered the service of the employers on February 3, 1919, and was put to work on September 20 at the employment in which he was engaged at the time of his discharge, the latter part of February, 1920, at which time he was replaced by an employee who had previously performed this work for about two years, when he left during the war to work in a shipyard. Further evidence relating to the matter in controversy was presented, including testimony as to the efficiency and capacity of both the former employee and the employee in question, and as to the employee’s being discharged by reason of his connection with the union and after due consideration thereof.

The Board finds that the employers, under the terms of the agreement, are within their rights in discharging the employee without notice to the union.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On April 5 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and employees in the skiving department. (33)

Having heard the parties by their duly authorized representatives and considered said application and the reports of expert assistants nominated

by the parties, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company at Brockton for skiving on the Amazeen machine, as the work is there performed:—

Tips:	Per 24 Pair.
Regular tips:	
Narrow scarf,	\$0 02
Folded scarf,	024
Wing tips, narrow scarf:	
Plain,	07
Pinked,	075
Corded tips, wide scarf,	03
Special pattern, No. 6, half wing tip, narrow scarf,	04
Vamp toes:	
Regular vamp toes, $\frac{1}{2}$ -inch scarf,	0225
Long vamp toes on which tips are to be used,	045
Vamp throats:	
Long vamps, bal., button and seamless oxford; patterns Nos. 4, 41, 49, 146, 148, 150, 157, 166, 169, 188, 189, 198, 199, 206, 217, 221, 222, 226, 227, 228, 229, 233, 234, 239, 247, 251, 252, 253, 266, 269, 270, 273, 274; Philadelphia Congress, Southern tie, Southern Congress, regular Congress, Hooker bootee, Klondike bal., Storm King bal.:	
Throat and heel seam, narrow scarf,	0475
Throat, narrow scarf,	04
Throat, folded scarf,	0525
Heel seam, narrow scarf,	012
Special patterns (long vamps), fancy throats; patterns Nos. 71, 104, 168, 216, 248, 257, 262, 263; throat and heel seam, narrow scarf,	08
Three-quarter seamless blucher, army; patterns 207, 218; throat and heel seam, narrow scarf,	0935
Plug oxford, pattern No. 240:	
Front of throat, narrow scarf,	08
Back of throat, folded scarf,	07
Fancy seamless oxford, pattern No. 258; throat and heel seam, narrow scarf,	09
Fancy A-stay oxford, pattern No. 243:	
Throat and heel seam, narrow scarf,	135
Top at heel, folded,	06
Fancy seamless blucher oxford, pattern No. 215:	
Throat and heel seam, narrow scarf,	145
Top at heel, folded,	06
Seamless blucher vamps, patterns Nos. 33, 171, 200, 208, 224, 235, 249, 254:	
Throat and heel seam, narrow scarf,	0675
Throat, folded scarf,	06
Short blucher vamps, patterns Nos. 22, 27, 29, 31, 37, 46, 50, 53, 54, 56, 58, 63, 74, 82, 96, 97, 98, 110, 112, 118, 119, 154, 155, 167, 174, 201, 220, 223, 225, 230, 231, 232, 236, 238, 250, Jumbo, Storm King, Klondike, shooting boot:	
Throat, full skived, narrow scarf,	044
Throat, half skived, narrow scarf,	024
Tuxedo blucher oxford, pattern No. 242; throat, full skived, narrow scarf,	055

Vamp throats—*Con.*

Per 24 Pair.

Circular vamps, fancy patterns, Nos. 47, 69, 72, 73, 77, 111, 116, 128, 149, 151, 162, 172, 178, 191, 197, 237, 259, 265, 267, 268, Prince Albert:	
Throat, narrow scarf,	\$0 037
Throat, folded scarf,	045
Square-throat vamps, patterns Nos. 256, 271; throat, narrow scarf,	05
Three-hole tie, tongue attached, pattern No. 48, half skived, narrow scarf,	044
Fancy button oxford, patterns Nos. 70, 79; throat and shank, narrow scarf,	08
Fancy lace quarter bal., pattern No. 261; throat and shank, narrow scarf,	08
Circular Tuxedo oxford vamps, patterns Nos. 183, 196, 209, 210, 211, 213, 246, 255, 260,	044

Foxings:

Regular foxings, patterns Nos. 27, 29, 37, 53, 69, 72, 110, 178, 230, 231:	
Top, vamp edges and back seam, narrow scarf,	10
Top, folded scarf,	065
Heel, narrow scarf,	013
Vamp edge, narrow scarf,	03
Special foxings, patterns Nos. 50, 73, 77; top, vamp edge and back seam, narrow scarf,	08
Counter-stay foxings, patterns Nos. 31, 47, 56, 74, 96, 167, 183, 196, 201, 211, 246, 259, 268; top, vamp edge and back seam, narrow scarf,	08
Extreme tops of foxings at heel, folded scarf, patterns Nos. 47, 50, 56, 70, 79, 162, 196, 211, 259,	03
Pattern No. 197:	
Top of foxing, folded scarf,	06
Vamp edge, feather edge,	03
Heel, narrow scarf,	013
Pattern No. 166, two to a pair; top and side seams, narrow scarf,	06
Fancy foxings, patterns Nos. 70, 79; top, vamp edge and back seam, narrow scarf,	135
Long counter-stay foxing, pattern No. 162; top, vamp edge and back seam, narrow scarf,	115

Button flies:

Patterns Nos. 41, 96, 150, 188, 198, 222, 228, 233, 234:	
Folded scarf,	05
Bottom tapered,	015
Lining tapered,	015
Fly narrow, front seam,	02
Fancy patterns, Nos. 71, 73, 77:	
Folded scarf,	065
Bottom tapered,	015
Lining tapered,	015
Fly narrow, front seam,	02
Fancy pattern No. 72:	
Folded scarf,	10
Bottom tapered,	015
Lining tapered,	015
Fly narrow, front seam,	02

Button flies — *Con.*

Imitation button Congress:

	Per 24 Pair.
Folded scarf,	\$0 05
Bottom tapered,	015
Fly narrow, front seam,	02

WIDE-SCARF SKIVING.

Tops:

Bal. and whole-quarter bal. top, patterns Nos. 128, 146, 148, 157, 166, 168, 169, 178, 183, 189, 197, 199, 210, 221, 226, 227, 229, 239, 246, 247, 248, 249, 251, 252, 253, 254, 255, 256, 262, 266, 268, 269, 270, 273, 274; front and top, folded scarf,	085
Whole-quarter, seamless, and foxed-blucher top, patterns Nos. 27, 29, 31, 33, 37, 53, 97, 98, 110, 155, 167, 171, 200, 201, 207, 218, 220, 223, 224, 225, 230, 231, 232, 235, 238, 250; front and top, folded scarf,	09
Pattern No. 63,	10
Lace-oxford top, patterns Nos. 111, 116, 151, 172, 191, 196, 206, 209, 213, 219, 237, 256, 257, 258, 263, 265, 267; front and top, folded scarf,	075
Blucher-oxford and seamless blucher-oxford top, patterns Nos. 22, 46, 48, 54, 82, 112, 154, 174, 208, 215, 236, 242; front and top, folded scarf,	08
Bal., button and whole-quarter-blucher top, patterns Nos. 29, 41, 58, 69, 71, 72, 73, 77, 82, 96, 150, 162, 178, 188, 198, 216, 222, 228, 233, 234, 248, 261; top of top only, folded scarf,	0533
Stay-oxford top, patterns Nos. 56, 211, 217, 243, 257, 259; top of top,	06
Button-oxford top, patterns Nos. 47, 49, 149; across top and fly, folded scarf,	10
Fancy button-oxford top, patterns Nos. 50, 70, 79, 104; across top and fly, folded scarf,	11
Plug-oxford top, pattern No. 240; front and top of top, folded scarf,	065
Lace and anchor stays, folded scarf:	
Bal.-shaped front, patterns Nos. 69, 162, 178, 216, 239, 248, 261,	085
Blucher-shaped front, pattern No. 29,	09
Oxford, bal.-shaped front, patterns Nos. 211, 217, 243, 257, 259,	065
Oxford, blucher-shaped front, pattern No. 56,	07

NARROW-SCARF SKIVING.

Bal. top; bottom of top, feather edge, patterns Nos. 146, 148, 157, 169, 178, 199, 221, 227, 229, 247, 251, 252, 253, 266, 269, 270, 273, 274,	065
Bal. top, square throat; bottom of top, feather edge, patterns Nos. 166, 189, 226, 239, 248, 249, 254, 262,	0675
Fancy bal. top; bottom of top, feather edge, patterns Nos. 168, 183, 197, 246, 268,	08
Whole-quarter bal. top; vamp lap, feather edge, patterns Nos. 128, 256,	065
Whole-quarter bal. top, square throat; vamp lap, feather edge, patterns Nos. 210, 255,	0675
Button top; bottom of top, feather edge, patterns Nos. 41, 73, 150, 188, 198, 222, 234,	065
Button top, square throat; bottom of top, feather edge, patterns Nos. 228, 233,	0675
Button top, front seam, narrow scarf:	
Four pieces to a pair,	05
Two pieces to a pair,	025
Fancy button top; bottom of top, feather edge, patterns Nos. 71, 72, 77,	08

Per 24 Pair.

Lace-oxford top; bottom of top, feather edge, patterns Nos. 111, 151, 191, 237, 256, 265, 267,	\$0 065
Lace-oxford top, square throat; bottom of top, feather edge, patterns Nos. 209, 213, 260,	0675
Seamless-oxford top; bottom of top, feather edge, patterns Nos. 206, 257, 263,	065
Fancy seamless-oxford top; bottom of top, feather edge, pattern No. 258,	08
Fancy oxford top; bottom of top, feather edge, pattern No. 196,	12
Blucher-oxford quarter; heel and vamp edge, narrow scarf, patterns Nos. 22, 46, 48, 54, 154, 174, 236,	0775
Tuxedo blucher-oxford quarter; heel and vamp edge, narrow scarf, pat- tern No. 242,	086
Seamless blucher-oxford top; bottom of top, feather edge, pattern No. 208,	065
Fancy seamless blucher-oxford top; bottom of top, feather edge, pattern No. 215,	08
Foxed and seamless-blucher top; bottom of top, feather edge, patterns Nos. 27, 33, 37, 53, 110, 200, 207, 218, 224, 230, 231, 235,	065
Foxed-blucher top; bottom of top, feather edge, patterns Nos. 31, 167, 201,	055
Vamp lap, narrow,	045
Whole-quarter-blucher top; heel and vamp edge, patterns Nos. 97, 98, 155, 220, 223, 225, 232, 238, 250,	0875
Whole-quarter-blucher top; heel and vamp edge, pattern No. 63,	09
Button-blucher top; bottom of top, feather edge, pattern No. 96,	055
Vamp lap, narrow,	045
Bal. top; complete except top of top, feather edge, pattern No. 162, . . .	13
Bal. and blucher top; front and bottom, feather edge, patterns Nos. 29, 69, 210, 248,	12
Foxed-blucher top, No. 74 pattern:	
Half bottom, feather edge,	055
Three quarters around, plain edge,	09
Whole-quarter blucher, patterns Nos. 58, 119; front, top, back seam and vamp lap,	15
Underlay bal., pattern No. 261:	
Front of top and back seam, plain edge,	0875
Vamp lap, feather edge,	065
Oxford top, pattern No. 243; three quarters around, including back, feather edge,	125
Oxford top, pattern No. 257; three quarters around, not including back, feather edge,	125
Button-oxford top, pattern No. 104; bottom, feather edge,	08
Button-oxford top, pattern No. 49; bottom, feather edge,	065
Button-oxford top, pattern No. 149; vamp lap, feather edge,	065
Button-oxford top, patterns Nos. 47, 70, 79; bottom, feather edge, . . .	08
Button blucher-oxford top, pattern No. 50:	
Half bottom, feather edge,	055
Vamp lap, narrow scarf,	045
Blucher-oxford top, pattern No. 56:	
Front, half bottom and heel, feather edge,	10
Vamp lap, narrow scarf,	045
Foxed-oxford top, pattern No. 211; three-quarters around, feather edge, Seamless-oxford top, pattern No. 217; bottom and front, feather edge, Plug-oxford top, pattern No. 240; around bottom, feather edge,	125 08 06
Brogue-oxford top, pattern No. 259; three-quarters around, feather edge, Foxed and seamless-blucher vamp lap, narrow scarf,	125 04

Per 24 Pair.

Heel or back seam, narrow scarf; oxford, bal., button, foxed and seam-	
less blucher, patterns Nos. 27, 29, 31, 33, 37, 41, 53, 69, 71, 72,	
73, 74, 77, 96, 110, 111, 146, 148, 149, 150, 151, 157, 166, 167, 168,	
169, 178, 183, 188, 189, 191, 197, 198, 199, 200, 201, 209, 213, 216,	
218, 221, 222, 224, 226, 227, 228, 229, 230, 231, 233, 234, 235, 237,	
239, 246, 247, 248, 249, 251, 252, 253, 254, 256, 260, 262, 265, 266,	
267, 268, 269, 270, 273, 274,	\$0 04
Seamless oxford; heel seam, narrow scarf, patterns Nos. 49, 104, 206,	
208, 217, 257, 258,	03
Whole-quarter bal.; heel seam, narrow scarf, patterns Nos. 128, 210, 255,	05
Lace and anchor stays, folded scarf:	
Lace stay, patterns Nos. 162, 178, 239:	
Back, narrow,	07
Bottom, tapered,	03
Anchor stay, patterns Nos. 69, 216, 239, 248:	
Back, narrow,	09
Bottom, tapered,	053
Foxed-blucher A-stay, patterns Nos. 29, 261, back and bottom,	
narrow scarf,	09
Oxford lace stay, pattern No. 211:	
Back, narrow,	045
Bottom, tapered,	03
Oxford anchor stay, patterns Nos. 217, 243, 257, 259:	
Back, narrow,	09
Bottom, tapered,	055
Blucher-oxford lace stay, pattern No. 56; back and bottom, narrow	
scarf,	085
Top extension stay, No. 183 bal., four pieces to a pair; top and	
two sides, narrow scarf,	06
No. 11 front seam stay:	
Two sides, narrow,	07
Bottom, tapered,	015
Tongues:	
Bal.:	
Bottom and $\frac{1}{2}$ inch wide up 2 inches on both sides,	015
All around,	035
Lace oxford:	
Bottom and $\frac{1}{2}$ inch wide up 2 inches on both sides,	015
All around,	035
Blucher:	
Bottom and $\frac{1}{2}$ inch wide up 2 inches on both sides,	02
All around,	04
Blucher-oxford:	
Bottom and $\frac{1}{2}$ inch wide up 2 inches on both sides,	02
All around,	04
No. 63 blucher tongue:	
Bottom,	02
All around,	05
Bellows tongues; not done.	
Backstays:	
Pattern No. 1:	
Sides, narrow,	035
Sides, folded,	04
Pattern No. 2:	
Sides, narrow,	06
Top, folded,	015

Backstays — *Con.*

Per 24 Pair.

Pattern No. 63:

Sides, narrow,	\$0 065
Top, folded,	015

Pattern No. 3, sides, narrow,	055
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Pattern No. 4:

Sides, narrow,	04
Bottom, round, tapered,	0218
Sides, folded,	045

No. 41 pattern:

Sides, narrow,	04
Bottom, square, tapered,	015
Top, folded,	015

Strap stay:

Sides, narrow,	04
Bottom, round, tapered,	0218
Top, folded,	015

Pattern No. 7:

Sides, narrow,	05
Bottom, square, tapered,	015
Sides, folded,	06
Bottom, round, tapered,	0218

Pattern No. 10,	058
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Pattern No. 11,	058
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Pattern No. 13,	062
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Pattern No. 210-W:

Sides, narrow,	05
Sides, folded,	055
Bottom, square, tapered,	015

Pattern No. 12, sides narrow,	05
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Pattern No. 119, sides narrow,	05
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Miscellaneous patterns:

Creole Congress:

Front fold,	135
Back fold,	09
Vamp lap, narrow,	03
Back seam,	05

Nullifier:

Front fold,	14
Back gore fold,	085
Vamp lap, narrow,	03
Back seam,	05

Marshall Congress:

Front:

Front, top and gore edge, folded,	13
Bottom of front, feather edge,	06

Back:

Front and top, folded,	06
Bottom of back, feather edge,	03
Back seam, narrow scarf,	04

Tongue,	015
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Regular or Philadelphia Congress:

Front:

Gore sides, stitched and turned or folded,	045
Top, narrow, bottom held off, feather edge,	065

Miscellaneous patterns — *Con.*

Per 24 Pair.

Regular or Philadelphia Congress — *Con.*

Back:

Gore sides, fold, top held off,	\$0 06
Bottom, tapered,	03
Back seam,	04

Southern Congress:

Front; front fold, bottom held off,	06
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Back:

Back fold, top and gore sides,	05
Bottom held off,	03
Back seam,	04

Sailor or Southern tie:

Front; front fold, bottom held off,	06
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Quarter:

Top and front, folded,	09
Bottom, feather edge,	06
Back seam, narrow scarf,	04

Prince Albert:

Front:

Front fold, bottom held off,	06
Top of front, narrow,	03

Quarter:

Top of front, fold,	075
Vamp lap, feather edge,	03
Back seam, narrow,	04

Bicycle shoe:

Top and front of top, narrow scarf,	08
Toe, feather edge,	04
Back seam, narrow scarf,	05
Front and tip stay, narrow scarf,	17

Hooker bootee:

Front of front, gore edge of front, folded,	12
Bottom of front, feather edge,	06
Top of front, narrow,	03
Gore edge of back, folded,	0533
Bottom of back, feather edge,	03
Top of back, narrow,	03
Back seam of back, narrow,	04
Top of top folded, bottom of top folded,	085
Front of top, narrow; back seam of top, narrow; two sections of bottom, narrow,	09
Tongue,	05

Backstay:

Narrow,	06
Tapered,	015

Storm King blucher:

Top of top, narrow,	075
Front of top, narrow,	10
Back seam, narrow,	05
Vamp lap,	058
Backstay, narrow,	06

Tongue:

Two sides,	07
Bottom,	04

Miscellaneous patterns — *Con.*

Per 24 Pair.

Storm King bal.:

Top of top, narrow,	\$0 075
Front of top, narrow,	095
Back seam, narrow,	05
Vamp lap,	058
Backstay, narrow,	06

Bull bootee:

Front piece, two sides,	085
Bottom,	05
Narrow skive,	08
Tongue, fold,	06
Tongue, narrow,	05

Klondike bal.:

Top of top, narrow,	075
Front of top, narrow,	105
Back seam, narrow,	06
Bottom, feather edge,	07
Backstay, narrow,	07

Klondike blucher:

Top of top, narrow,	075
Front of top, narrow,	11
Back seam, narrow,	06
Vamp lap, narrow,	058
Backstay, narrow,	07
Tongue, two sides and bottom,	12

Jumbo blucher and shooting boot:

Top of top, narrow,	075
Front of top, narrow,	115
Back seam, narrow,	065
Vamp lap, narrow,	058
Backstay, narrow,	09

Tongue:

Two sides,	12
Bottom,	04

Extra:

Genuine buck, ooze and gray Nu Buck, $1\frac{1}{2}$ price.Patent leather, $1\frac{1}{4}$ price.Cloth with backing, $1\frac{1}{2}$ price.

Other leather, no extra.

Boys' and youths' shoes, 10 per cent less than the above prices.

Day price, no change.

Single pairs and cripples (not skiving cripples), and patterns on which no piece price has been made, are to be skived by the day until the piece price is established.

Samples of six pairs or more may be given to piece skivers at $1\frac{1}{2}$ price.

Checking system, no change.

Piece prices under existing agreements or otherwise not in conformity herewith are hereby superseded.

The Board recommends —

That all work be equally divided as nearly as possible.

That the price to be paid to girls checking for the skivers shall be left to the employer, the employee and the union to which the employee belongs, to fix a price depending upon the employee's ability.

That no more help shall be employed than is necessary properly to perform the work.

That all skiving shall be done in one department.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On April 8 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and vampers. (54)

Having heard the parties by their duly authorized representatives and considered said application and the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

	VAMPING.	Per 24 Pair.
Yellow- and pink-tagged bals.,	\$0 75
Yellow- and pink-tagged bluchers,	. . . . . no change	65
White- and red-tagged bals.,	70
White- and red-tagged bluchers and blucher-oxfords,	. . . . . no change	55
Yellow- and pink-tagged circular-seam oxfords,	525
White- and red-tagged circular-seam oxfords,	475
Arch-support vamps:		
Yellow- and pink-tagged bluchers,	70
Bluchers, otherwise tagged,	60
Compo blucher, with bellows tongue,	88
Single-needle work, bal. and button:		
Yellow- and pink-tagged,	90
White- and red-tagged,	82
Day work, \$30 per week of 48 hours.		
Hour work, at the rate of \$30 per 48-hour week.		

By agreement of the parties this decision shall take effect as of December 27, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

EPHRAIM ADAMS & CO., INC. — BOSTON.

On April 13 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Ephraim Adams & Co., Inc., of Boston, and bookbinders. (59)

A written agreement was entered into between the parties under date of May 21, 1918, and a difference having arisen as to the right of the em-

ployer to employ women in certain lines of work, under the terms of the agreement, the controversy was submitted to arbitration, the submission being under the following specifications: —

Whether or not under said agreement between Ephraim Adams & Co., Inc., and the International Brotherhood of Bookbinders, Locals Nos. 16, 56 and 207, men can be employed to perform the work required under the operations listed in said agreement under the heading, "Edition bindery-women's schedule, November 2, 1917," or women can perform the work required under the operations listed in said agreement under the heading, "Scale of wages, bookbinders of Greater Boston, in effect January 1, 1918, of Locals Nos. 16, 176 and 204 of the International Brotherhood of Bookbinders with Boston Typothetae."

After hearing the parties by their duly authorized representatives and considering the evidence presented, the Board submits the following summary: —

This agreement contains no provision specifically limiting the employer to the employment of women or men in any line of work, but the agreement provides in Article I as follows:

The E. Adams & Co., Inc., and the unions, parties hereto, agree to observe the working conditions and wage scales as set forth in agreement between the Boston Typothetae and the Locals Nos. 16, 176 and 204 of the I. B. of B., dated September 11, 1917, in effect January 1, 1918, to December 31, 1921, and the agreement between the Boston Typothetae and Bindery Women's Unions No. 56 of Boston, No. 207 of Cambridge and No. 213 of Norwood, of the I. B. of B., dated November 2, 1917, in effect October 1, 1917, to October 1, 1921, copies of which agreement are attached hereto.

The agreement therein referred to dated September 11, 1917, provides among other things a schedule of operations, establishes working hours and prices to be paid bindery men; and the agreement dated November 2, 1917, makes similar provisions for bindery women. It appeared that for some time previous to, at the time of and after the execution of the agreement, the employer had "split up" one of the operations listed in the men's schedule and a portion of the operation was being performed by women. The bookbinders maintain that this was a breach of the agreement, contending that under the terms of the agreement men only could be employed in the performance of operations listed under the men's schedule, and women only could be employed in performance of operations listed under the women's schedule. This contention was denied by the employer.

Evidence was submitted that this was an issue at the time the agreement was entered into, and that the employer then gave assurances, but no absolute promise, that under certain conditions he would attempt to change this system if he were able to do so. Witnesses who were conversant with and had taken part in establishing the two wage-schedule agreements, dated September 11 and November 2, 1917, testified that it was not intended in making such wage-schedule agreements to limit the employer in any way to the employment of either men or women in the per-

formance of operations therein specified, but that said wage schedules were established merely to regulate wages and working hours.

Further evidence relating to the controversy was submitted, and after due consideration thereof the Board finds that the employer, under the terms of this agreement, is within its rights in employing either men or women to do any of the work to be performed under the agreement.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

REGAL SHOE COMPANY — MILFORD.

On April 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Milford, and lasters. (55)

Having heard the parties by their duly authorized representatives and considered the application and the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Regal Shoe Company at Milford for the work as there performed: —

Operating No. 5 bed machine:	Per 12 Pair.
Low-toed shoes,	no change \$0 51
Panama and Penn lasts,	no change 60
Other high-toed shoes,	no change 63
Little gents', children's, misses', growing girls' and boys' (sizes 5½ and under),	48

This decision shall take effect as of January 29, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

HUCKINS & TEMPLE COMPANY — MILFORD.

On April 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Huckins & Temple Company, shoe manufacturer of Milford, and lasters. (56)

Having heard the parties by their duly authorized representatives and considered the application and the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for the work as there performed: —

Operating No. 5 bed machine:		Per 12 Pair.
Low-toed shoes,	. . . . .	no change \$0 51
High-toed shoes (except the Reno last),	. . . . .	no change 63
Reno last (special),	. . . . .	1 40
Samples,	. . . . .	No change.

By agreement of the parties this decision shall take effect as of January 22, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BROCKTON.

On April 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and lasters in Factories Nos. 1 and 3. (58)

Having heard the parties by their duly authorized representatives and considered the application and the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by George E. Keith Company in Factories Nos. 1 and 3 at Brockton to operators of the pulling machine and the No. 5 bed machine for shoes with Celastic boxes.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On April 27 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and sole-leather workers. (72, 73)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

	Per Week.
Cutting outsoles,	\$36 40
Cutting innersoles,	33 00
Cutting fiber innersoles,	30 00

	Per Week.
Casing outsoles,	\$28 80
Rounding innersoles,	27 36
Moulding counter,	27 36
Grading soles, Lacine machine,	18 00

By agreement of the parties this decision shall take effect as of February 20, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, HOWARD & FOSTER COMPANY, PRESTON B. KEITH SHOE COMPANY, M. A. PACKARD COMPANY, STACY-ADAMS COMPANY, THOMPSON BROTHERS SHOE COMPANY, E. E. TAYLOR COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On April 29 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Churchill & Alden Company, Diamond Shoe Company, W. L. Douglas Shoe Company, Charles A. Eaton Company, Howard & Foster Company, Preston B. Keith Shoe Company, M. A. Packard Company, Stacy-Adams Company, Thompson Brothers Shoe Company, E. E. Taylor Company, Wall, Doyle & Daly, Inc., and Whitman & Keith Company, of Brockton, and engineers. (57)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the above-named employers to employees in Brockton for work as there performed: —

Engineers:	Per Week.
First-class,	\$45 00
Assistant operators,	40 00
Second-class,	40 00
Assistant operators,	36 00
Third-class,	36 00
Assistant operators,	36 00

As to all other matters in the application, no change; except that the Board recommends, when engineers are required to make repairs or perform other emergency work on Sunday, that they be paid therefor at the prevailing rates for Sunday work.

This decision shall take effect as of February 10, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

CUSHMAN & HÉBERT — HAVERHILL.

On April 29 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, shoe manufacturers of Haverhill, and employees.
(74)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Cushman & Hébert at Haverhill for the work as there performed:—

	Per 12 Pair.
Patent-tip repairing,	\$0 66
Lacing boots, one eyelet,	05
Lacing oxfords, one eyelet,	04
Samples, double price,	No change.
Bleaching in packing department; \$19.50 per week.	

By agreement of the parties this decision shall take effect as of January 30, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

EMERSON SHOE COMPANY — ROCKLAND.

On May 4 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Company of Rockland and heel-shavers. (88)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be no change in the price paid by the Emerson Shoe Company at Rockland, for work as there performed, for shaving rubber heels in the white-tag grade: \$0.215 per 24 pair.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BROCKTON.

On May 4 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and Goodyear welters and stitchers in Factory No. 3 at Brockton. (91)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that under the agreement entered into on March 10, 1920, between George E. Keith Company and Goodyear welters and stitchers, there shall be no change in the grading of the white-tag shoes in Factory No. 3 at Brockton.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On May 6 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees in the making department. (65)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed: —

							Per 12 Pair.
Heel-shaving:							
On the last,	.	.	.	.	.	no change	\$0 06½
Off the last,	.	.	.	.	.	.	06½
Rubber heels,	.	.	.	.	.	no change	07
Samples,	.	.	.	.	.	No change.	
Turning channels,	.	.	.	.	.	no change	05
Hour work,	.	.	.	.	.	No change: \$0 40	
Samples,	.	.	.	.	.	No change.	
Lacing: blucher, two holes and tied; bal., one hole and tied,	.	.	.	.	.	no change	03¼
Buttoning,	.	.	.	.	.	.	04
Lip-setting:							
Regular work,	.	.	.	.	.	no change	05
Lasts Nos. 22, 37 and 33,	.	.	.	.	.	no change	05
Blocking innersoles, \$30 per week.							
Cutting and forming canvas,	.	.	.	.	.	no change	03

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY, CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, FIELD & FLINT COMPANY, GEORGE E. KEITH COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

On May 6 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Churchill & Alden Company, Diamond Shoe Company, W. L. Douglas Shoe Company, Field & Flint Company, George E. Keith Company, E. E. Taylor Company and Thompson Brothers Shoe Company, of Brockton, and insole-channelers. (66)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the above-named employers in Brockton for the work as there performed: —

Insole-channeling:	Per 24 Pair.
Men's shoes,	\$0 12
Women's shoes,	16

By the Board,

BERNARD F. SUPPLE, *Secretary.*

RICE & HUTCHINS, INC. — MARLBOROUGH.

On May 6 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and edgetrimmers in the Curtis factory. (67)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed: —

Edgetrimming:	Per 12 Pair.
Men's shoes, red- and green-tagged grades,	\$0 35
Men's shoes, yellow- and pink-tagged grades,	27½

Edgetrimming — *Con.*

	Per 12 Pair.
Boys' shoes, red- and green-tagged grades,	\$0 25
Boys' shoes, yellow- and pink-tagged grades,	23

By agreement of the parties this decision shall take effect as of January 1, 1920.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and finishers in the Curtis factory. (68)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed: —

Polishing, including scraping slugs:	Per 12 Pair.
Black bottoms, foreparts and heels,	\$0 09
Shanks and heels,	06½
Top-pieces,	03½
Polishing shanks,	04½
Cleaning rubber soles and heels,	no change 06
Polishing black bottoms, foreparts and shanks, with rubber heels,	06
Brushing; Nos. 52, 57, 58 and 59 finishes and oils,	no change 04¼
Polishing foreparts,	no change 03
Polishing painted bottoms, Nos. 104, 30 and 65, all over,	no change 04¾
White staining, all over,	04¼
Waxing, all over (No. 40 wax),	04¼

This decision shall take effect as of March 5, 1920.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and tip-stitchers in the Curtis factory. (69)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed: —

Tip-stitching, first row, two-needle machine:	Per 12 Pair.
Bals.,	\$0 05½
Patent leather,	05½
One cord,	05½
Bluchers,	05½
Patent leather,	06
One cord,	05½
Tip-stitching, three rows, one operation,	06

This decision shall take effect as of March 5, 1920.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and treers in the Curtis factory. (70)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the items of treeing submitted, as follows: —

	Per 12 Pair.
Patent leather,	\$0 32 $\frac{3}{4}$
Gun metal:	
Men's shoes,	26 $\frac{5}{8}$
Boys' shoes,	23 $\frac{1}{2}$
Lawrence calf,	29 $\frac{1}{8}$
Vici kid or russet vici,	28
Russia, cleaned and washed:	
Men's shoes,	23 $\frac{1}{2}$
Boys' shoes,	22 $\frac{1}{2}$
Box calf, men's shoes, cleaned,	16 $\frac{1}{2}$
Black elk, men's shoes, cleaned,	18 $\frac{3}{4}$
Day work, \$27.50 per week.	

This decision shall take effect as of May 5, 1920.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and wheelers, etc. (71)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the items of work submitted, as follows: —

	Per 12 Pair.
Wheeling:	
All around, by machine,	\$0 03 $\frac{1}{2}$
Foreparts, by machine,	03
Breasts, by hand,	01 $\frac{1}{4}$
Stamping, by machine,	01 $\frac{3}{4}$
Cementing bottoms, hand brush,	02

By the Board,

BERNARD F. SUPPLE, *Secretary.*

GREGORY & READ COMPANY — LYNN.

On May 6 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, shoe manufacturer of Lynn, and stitchers.
(82)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 60 cents per 36 pair shall be paid by Gregory & Read Company at Lynn for stitching a cord on the top of a Theo tie, as the work is there performed.

By agreement of the parties this decision shall take effect from the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT COMPANY — ABINGTON.

On May 7 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett Company, shoe manufacturer of Abington, and treers.
(48)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett Company to employees at Abington for work as there performed upon women's shoes (being the prices now paid): —

	Per 12 Pair.
Patent leather and enamel (cleaned),	\$0 5082
Patent leather and enamel with patent tops, cleaned and ironed all over,	70
Patent leather and enamel with vici, mat, kangaroo or leather of like nature, cleaned and ironed all over,	70
Patent-leather oxford with whole patent-leather quarters, cleaned and ironed all over,	70
Vici and glazed kangaroo, vamps and tops, cleaned and ironed all over,	475
Vici, chrome and kangaroo with colored leather tops, cleaned and ironed all over,	475
Box calf, kangaroo, black oil, Centaur and chrome waterproof, cleaned,	24
Smooth chrome calf or any stock of like nature, vamps and tops cleaned and ironed all over,	40
Smooth chrome calf or any stock of like nature, cleaned, marks taken out,	32
Wax calf, Manila calf and Cordovan, palm-finished,	70
Russia and colored leather of like nature, marks taken out, cleaned and polished,	60
Colored vici and kangaroo, cleaned, polished and ironed all over,	475
Single pairs and samples,	Half price extra.
Lots of 2 pair or 3 pair,	Half price extra.

Ironing when not stated above (by agreement):		Per 12 Pair.
Tops of high shoes,		\$0 0871
Tops of oxfords,		0871
Vamps,		0871
Included in above prices: boning out dents and marks, boning out stains; extra washing; extra cleaning of shellac; extra coat of polish; extra coat of filler.		
The Board also awards, for ironing tongues, flat,		03

By the Board,

BERNARD F. SUPPLE, *Secretary.*

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On May 7 the following decisions were rendered: —

*In the matter of the joint application for arbitration of a controversy between
L. Q. White Shoe Company of Bridgewater and lasters. (75)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater, for the work as there performed:

	Per 24 Pair.	
	White- and Red-Tagged Shoes.	Yellow- and Pink-Tagged Shoes.
Operating No. 5 machine:		
Low-toed shoes:		
Dull leather,	\$0 85	\$1 00
Colored leather,	85	1 00
Patent leather,	1 12	1 26
Patent tip,	1 06	1 21
High-toed shoes:		
Dull leather,	97	1 12
Colored leather,	97	1 12
Patent leather,	1 26	1 38
Patent tip,	1 12	1 33
Cushion or felt innersoles,	Extra, \$0 10	

By agreement of the parties this decision shall take effect as of March 11, 1920.

*In the matter of the joint application for arbitration of a controversy between
L. Q. White Shoe Company of Bridgewater and treers. (76)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Treeing:

	Per 24 Pair.
Gun metal and velours,	no change \$0 55
Black and tan vici,	55
Black box calf and box sides,	45
Colored box calf, Russia calf and Russia side leather,	no change 75
Patent leather,	no change 726

By agreement of the parties this decision shall take effect as of March 29, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

**MEMBERS OF MASTER BAKERS' ASSOCIATION OF FALL RIVER,
COBB, BATES & YERXA COMPANY, PURITAN BAKERIES,
INC. — FALL RIVER.**

On May 7 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the members of the Master Bakers' Association of Fall River, Cobb, Bates & Yerxa Company, and the Puritan Bakeries, Inc., of Fall River, and their employees. (94)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and investigated the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the members of the Master Bakers' Association of Fall River, Cobb, Bates & Yerxa Company and the Puritan Bakeries, Inc., to their employees at Fall River for the work as there performed:—

	Per Week.
Journeymen bakers,	\$32 00
Foremen,	38 00

By agreement of the parties this decision shall take effect as of May 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

On May 11 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and cutters. (43)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Joseph F. Corcoran Shoe Company at Brockton for the work as there performed (shoes being cut in bulk and in large lots): —

Cutting Russia or gun-metal shoes:		Per Pair.
Blucher,		\$0 086
Bal.,		0814
Button, including fly and fly lining,		1034
Brogue bal., wing tip,		135
Brogue bal., oxford,		135
Lace oxford,		07
Blucher oxford,		075
Wing-tip bal., seamless vamps,		11
Wing-tip oxford,		10
Golf bal.,		0875
Golf oxford,		0775
Blocking tongues,		005
Blocking long stays,		005
Blocking small bal. top stays,		004
Cutting tongues,		01
Cutting long stays,		01
Cutting small bal. top stays,		0075
Cutting by machine, 75 per cent of the prices by hand,	No change.	
New patterns which may be introduced are not covered by this decision; prices therefor are to be considered by the parties in the usual manner.		

By the Board,

BERNARD F. SUPPLE, *Secretary*.

HUCKINS & TEMPLE COMPANY — MILFORD.

On May 18 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Huckins & Temple Company, shoe manufacturer of Milford, and finishers. (80)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for the work as there performed: —

Bottom scouring:		Per 12 Pair.
Whole shoe, bottom, shank and top-lift; including naumkeaging,		\$0 16
Bottom and shank,		135
Top-lift, by agreement,		05
Samples:		
Bottom, shank and top-lift,	no change	19
Bottom and shank,	no change	15
Top-lift, by agreement,		07

No. 1 rough-scouring:		Per 12 Pair.
Regular and rubber heels,	no change	\$0 05
Samples,		075
No. 2 finishing, two papers:		
All kinds,		075
Samples,		10
Putting on heel dye by hand,		0225

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On May 18 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
L. Q. White Shoe Company of Bridgewater and solefasteners. (86)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by L. Q. White Shoe Company at Bridgewater, as follows: —

Grade indicated by white, red or red-striped tag:		Per 24 Pair.
Welting,		\$0 52
Roughrounding,		26

By the Board,

BERNARD F. SUPPLE, *Secretary*.

RICE & HUTCHINS, INC. — MARLBOROUGH.

On May 18 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
Rice & Hutchins, Inc., and employees in the Curtis factory at Marlborough. (90)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed: —

	Per 12 Pair.	Per 48 Hours.
Cementing channels, no change	\$0 02 $\frac{1}{4}$	
Turning down channels,	02 $\frac{1}{2}$	
Rubber doubling,		\$13 50
Russet staining,		13 50
Staining foreparts and shanks,	04 $\frac{3}{4}$	
No. 57, oiling foreparts, shanks and top-lifts,	05 $\frac{1}{4}$	
Staining top-lifts, No. 103,	02 $\frac{1}{2}$	

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BOSTON.

On May 25 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and levelers in its Boston factory. (77)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 8 $\frac{1}{2}$ cents per 12 pair shall be paid by George E. Keith Company in Boston for leveling, as the work is there performed.

By agreement of the parties this decision shall take effect as of March 23, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

REGAL SHOE COMPANY — MILFORD.

On May 25 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Milford and repairers. (84)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that \$21 per week shall be paid by the Regal Shoe Company at Milford for repairing black, patent and Russia shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

BRESNAHAN-MacLAUGHLIN SHOE COMPANY, A. M. CREIGHTON — LYNN.

On May 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company and A. M. Creighton, shoe manufacturers of Lynn, and lasters. (89)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no extra price paid to lasters for keeping the string over the cone of the last, in the factories of Bresnahan-MacLaughlin Shoe Company and A. M. Creighton at Lynn, except that 4 cents per 12 pair shall be paid for such work on Goodyear welt shoes in the factory of A. M. Creighton, as there performed.

By agreement of the parties this decision shall take effect as of April 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

On May 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Freedman-Powers Shoe Company of Brockton and solefasteners. (105)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Freedman-Powers Shoe Company at Brockton for the work as there performed: —

	Per 24 Pair.
Goodyear welting,	\$0 54
Goodyear stitching:	
White or surface stitch,	68
Fudge stitch,	62
Roughrounding,	28

By agreement of the parties this decision shall take effect as of February 2, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

KNIPE BROTHERS, INC. — HAVERHILL.

On May 27 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Knipe Brothers, Inc., shoe manufacturer of Haverhill, and assemblers.
(92)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be no change in the price paid by Knipe Brothers, Inc., at Haverhill for assembling, including chalking lasts and trimming heelseats: namely, 18 cents per 12 pair.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**BROCKTON PUBLIC MARKET, GROCERS' BREAD COMPANY,
A. B. HASTINGS & SONS, A. T. LAWSON, MRS. W. H. TESTA,
F. B. WASHBURN & CO., CORP. — BROCKTON; C. A. CUSH-
MAN, B. S. LITTLEFIELD — WHITMAN.**

On May 27 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Brockton Public Market, Grocers' Bread Company, A. B. Hastings & Sons, A. T. Lawson, Mrs. W. H. Testa and F. B. Washburn & Co., Corp., of Brockton, and C. A. Cushman and B. S. Littlefield of Whitman, and employees. (100)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the above-named employers in Brockton and Whitman for the work as there performed: —

Foremen:	Per Week.
Of four or more bakers,	\$42 00
Of fewer than four,	40 00
Second men,	38 00
Dough-makers, oven men,	38 00
Bench men,	36 00
Jobbers, \$7 per day.	

Under clause 7 of the schedule relative to wages, in the agreement attached to the application, a dough-maker performing any portion of a day's work previous to 5 A.M. shall receive for such portion of the time as

he works previous to 5 A.M. additional compensation at the rate of 10 per cent of the established rate per hour.

By agreement of the parties this decision shall take effect as of April 26, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

KNIFE BROTHERS, INC. — HAVERHILL.

On June 1 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Knife Brothers, Inc., shoe manufacturer of Haverhill, and stitchers.
(133)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Knife Brothers, Inc., to employees in Haverhill, for work as there performed: —

Closing:	Per 12 Pair.
Vamp, one seam without welt,	\$0 03½
Foxing, without welt,	03½
Vamp, one seam with welt,	04
Quarter,	03
Lace-row stitching:	
Double-needle machine, 2 rows:	
Bal. and blucher,	05½
Whole-quarter blucher:	
No. 8,	09½
No. 63,	11½
No. 88,	13½
Single-needle machine, 1 row:	
Bal. and blucher No. 9,	04¾
Whole-quarter blucher:	
No. 8,	07½
No. 63,	09
No. 88,	10
Lining-making:	
Blucher, stitching on facing and heel stay,	14½
Bal., holding tongue, stitching on facing and heel stay,	17
Button boots, stitching front seam and heel stay,	13½
Blucher oxford, stitching heel stay,	07
Circular-seam oxford, stitching heel stay and toe lining,	15
Combination, leather-faced; stitching facing and heel stay,	17
Army shoes, stitching heel stay,	05½

Per 12 Pair.

Top-stitching with undertrimmer; holding on lining and holding strap when necessary:	
Bal., button bal. and blucher, plain and pressed edges, by agreement,	\$0 24
Circular-seam oxford,	15
Blucher oxford,	16
Button boots (extra row on button side),	26
Blucher, corded work,	16
Bal., corded work,	15
Army blucher, corded work, holding side facing and gusset; no change,	45
Southern tie, tongue and top,	23½
Button oxford,	17¾
Pointed button fly, four points, by agreement,	30
Button bal., corded work, extra row on button side,	17
Cording, including cementing for corder, by agreement,	08
Ellis lacing,	02½
Barring, Singer machine:	
Button fly, one bar,	03
Straps, one bar,	03
Blucher front, two bars,	04½
Hooking, without stay, 3 and 4 hooks,	03½
Hooking and holding stay, 3 and 4 hooks,	04½
Eyeletting, Rapid machine:	
Regular work:	
5 eyelets,	03½
6 eyelets,	04
10 eyelets,	05¾
Invisible eyelet:	
5 eyelets,	03¾
6 eyelets,	04¼
10 eyelets,	06
Blucher vamping:	
Space row without bar,	20
Close row with bar,	25
Circular-seam oxford, holding tongue,	23
Machine pressing without cementing:	
Blucher, all round,	08
Cylinder bal., all round,	07
Tops and around corners, No. 15 fitting,	06
Button boots, top and fly,	08
Blucher oxford,	08
Bal. oxford,	06½
Bal. and blucher, stitched and turned, front,	05½
Congress, top, side front and back,	09
Cementing for presser, all kinds, except tip,	03¼
Stitching backstays:	
Bal., button, foxed blucher and oxford,	07½
Blucher, whole-quarter stay, No. 16½,	11½
English backstay No. 7,	07
Two rows, whole-quarter stay, No. 17,	15
Holding strap, extra,	01½
Foxing stitching,	14
Stitching top facing,	03¾
Stamping lining, case number and size,	01¼
Marking lining with pen and ink,	02
Marking vamp for tip and quarter,	02½

	Per 12 Pair.	
Marking center on vamps,	\$0 02½	
Punching lining for heel stays,	01¼	
Punching faced oxford lining,	01½	
Stamping faced oxford lining,	02¼	
Stamping stock number on lining,	01	
Marking gore,	01¼	
Stitching innersole,	11	
Pasting innersole,	04½	
Samples,	Half price extra.	
Hour work for operators,	Per hour, \$0.50.	Per Week.
Lining-making and buttonhole-making,		\$22 50
All-round stitching,		22 50
Odd-shoe girl,		22 50
Matching work and stitching odd shoes,		22 50

By the Board,

BERNARD F. SUPPLE, *Secretary*.

RICHARDS & BRENNAN COMPANY — RANDOLPH.

On June 3 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Richards & Brennan Company, shoe manufacturer of Randolph, and edgemakers. (95)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Richards & Brennan Company at Randolph for the work as there performed: —

	Per 24 Pair.
Edgetrimming,	\$0 82
Edgesetting, two settings,	82
Edgesetting, one setting,	62

This decision shall take effect, as to the first two items, as of January 26, 1920; as to the third item, on June 3, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

On June 3 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Freedman-Powers Shoe Company of Brockton and edgemakers. (96)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Freedman-Powers Shoe Company at Brockton for the work as there performed: —

	Per 24 Pair.
Edgetrimming,	\$0 82
Edgesetting, two settings,	82

By agreement of the parties this decision shall take effect as of January 26, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

J. H. WINCHELL & CO., INC. — HAVERHILL.

On June 8 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and lasters. (104)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to employees in Haverhill for work as there performed: —

Assembling:	Per 12 Pair.
Vulco box,	\$0 15½
Keith box,	19
Leather box,	19
Odd shoes,	No extra.
Pulling over, all lasts and leathers,	18
Last-picking,	03½
Tacking innersoles and chalking lasts (innersoles to be trimmed when necessary),	04

Side-lasting:

	Per 12 Pair.
Regular work,	\$0 15½
Cushion innersole,	18½
Whole covers,	19½
Half covers,	17½
Arch-support counter,	18½
Special counter on last No. 21,	15½
Plain-toed, all around,	36½
Odd shoes,	No extra.
Spindling shoes,	by agreement, extra 03

Per Week.

Matching work,	no change \$30 00
Floor man in assembling room,	21 00
Throwing back lasts,	23 00
Hour work,	Per hour, \$0.65.
Crowning,	30 00
Cobbling,	30 00
Odd-shoe men in lasting room,	21 00

Bed lasting:

Per 12 Pair.

Low-toed,	\$0 38½
Medium-toed,	41½
Medium-high-toed,	46½
High-toed,	48½
Plain-toed:	
No box,	36½
Keith box,	36½
High-toed last,	46½

Extras:

Colored leather,	by agreement 03
Patent leather,	by agreement 06
Leather box,	by agreement 04
Cushion innersole,	by agreement 06
Turning back tips,	by agreement 04

Cripples or odd shoes, except such shoes as operator is personally responsible for, No change; \$0.04 per pair.

Samples on all parts, No change.

Overtime work, one-half price extra for work in excess of 48 hours per week.

As to last-picking, the decision shall take effect, by agreement of the parties, as of July 19, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

CHURCHILL & ALDEN COMPANY — BROCKTON.

On June 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and sole-fasteners in the Farnum factory. (98)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board (without changing the present classification of the intermediate grade in the Farnum factory of the Churchill & Alden Company at Brockton) awards that the following prices shall be paid for the work as there performed: —

	Per 24 Pair.
Goodyear welting.	\$0 57
Roughrounding,	29
Goodyear stitching:	
White stitch,	72
Fudge stitch,	65

By agreement of the parties this decision shall take effect as of February 2, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

OLD COLONY SHOE COMPANY — BROCKTON.

On June 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Old Colony Shoe Company of Brockton and vamps. (101)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Old Colony Shoe Company at Brockton for the work as there performed: —

Vamping:	Per 24 Pair.
Regular long vamps:	
One-needle machine, two rows,	\$1 01
Two-needle machine, two rows,	835
Circular vamps:	
One-needle machine, two rows,	7769
Two-needle machine, two rows,	6027

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On June 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and innersole-rounders, etc. (223)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company at Brockton for the work as there performed: —

	Per 100 Pair.
Rounding innersoles,	\$0 28
Trimming gem or Johnson innersoles,	34
Stamping innersoles,	09

By the Board,

BERNARD F. SUPPLE, *Secretary*.

J. I. MELANSON & BROTHER — LYNN.

On June 23 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. I. Melanson & Brother, shoe manufacturers of Lynn, and ironers. (308)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the ironers, three in number, recently employed by J. I. Melanson & Brother at Lynn, shall be reinstated.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On June 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and edgetrimmers. (222)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by L. Q. White Shoe Company at Bridgewater for edgetrimming shoes of its white- and red-tag grades: 60 cents per 24 pair for work as there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

DONOVAN'S SONS COMPANY — LYNN.

On June 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Donovan's Sons Company, shoe manufacturer of Lynn, and perforators. (288)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 36 cents per 36 pair shall be paid by Donovan's Sons Company at Lynn for perforating around the top of one-eyelet quarters, patterns Nos. 748 and 848, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

HUCKINS & TEMPLE COMPANY — MILFORD.

On June 29 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Huckins & Temple Company, shoe manufacturer of Milford, and employees in the cutting department. (102)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for the work as there performed:—

	Per Week of 48 Hours.
Whole-shoe cutting, by hand or machine,	no change \$40 00
Vamp sorting,	no change 40 00
Stock man,	no change 40 00
Top cutting, by hand,	32 00
Top sorting,	32 00
Cloth-lining cutting by hand,	35 00
Cripple man,	28 00
Crimping,	no change 24 00
Cutting linings by machine and casing linings,	24 00

By the Board,

BERNARD F. SUPPLE, *Secretary*.

REGAL SHOE COMPANY—MILFORD.

On July 1 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Regal Shoe Company of Milford and employees in the stitching department. (83)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Regal Shoe Company to employees at Milford for work as there performed:—

MEN'S SHOES.

	Per 12 Pair.
Stitching lining:	
Bal. or blucher,	\$0 1404
Oxford, across lining,	no change 1597
Oxford, toe lining and tongue	no change 1277
Button,	065
Hybroid lining,	no change 1597
Oxford toe lining, including holding in tongue,	07
Stitching top facing, any shoe,	no change 0399
Barring and stitching toe lining:	
Any shoe except oxford,	no change 058
Oxford, including holding in tongue,	no change 0653
Stitching label, bal. or quarter blucher,	no change 0399
Doubling:	
Vamp and shank, bal. or button,	no change 0478
Vamp, whole-quarter blucher or oxford,	no change 0319
Tip,	0174

		Per 12 Pair.
Pasting blucher clip,	no change	\$0 0238
Marking eyelet row:		
Bal., blucher oxford or oxford,	no change	0279
Whole-quarter blucher,	no change	0399
Anchor row,	no change	0399
Stitching eyelet row:		
Bal. or oxford,		05
Blucher oxford,		05
Whole-quarter blucher,		0964
Anchor row,	no change	0798
Staying seam, any style,	no change	0399
Staying button piece,	no change	0798
Outside backstaying:		
No. 1,	no change	0958
No. 8,	no change	1197
Seaming:		
Button fly,	no change	0798
Top,	no change	0399
Union Special machine,	no change	0319
Vamp, double seam,		08
Vamp, side seams,	no change	0399
Foxing,		0399
Folding and cementing:		
Bal. or blucher by hand,		11
Bal. or oxford by machine,	no change	0917
Blucher oxford by hand,	no change	1277
Oxford by hand,	no change	1436
Button top by machine,	no change	0319
Vamp by machine,	no change	0798
Button fly,	no change	0958
Top,	no change	0239
Shank by hand,	no change	0478
Shank by machine,	no change	0238
Army shoes by machine,	no change	0726
Stitching foxing:		
Any shoe, 2-needle machine,		1756
Zigzag seam,	no change	0319
Whole-quarter blucher combination,		0438
Eyeletting:		
Duplex, regular,	no change	0399
Invisible, regular,	no change	0638
Hooking,	no change	0319
Undertrimming:		
Bal. or whole-quarter blucher,	no change	2075
Blucher oxford or oxford,	no change	1916
Button, pasted,	no change	1597
Tip stitching, Singer machine:		
First operation,		06
Second operation, holding in box,		07
Miscellaneous:		
Seaming welt,	no change	0399
Rubbing seams and trimming,	no change	0118
Staying top,	no change	0399
Pasting patch, button side,	no change	0319
Pasting lining, button top,	no change	0877
Stitching tongue to blucher,	no change	0958

Miscellaneous — *Con.*

	Per 12 Pair.
Seaming leather lining of boots,	\$0 04125
Backstaying six-sixteenths stay:	
Bal. or button top,	06
Blucher,	09
Pasting invisible stay,	no change 0319

LITTLE GENTS', CHILDREN'S, YOUTHS', MISSES', GROWING GIRLS', BOYS'.

For labor specified in items of foregoing list, when performed on sizes $5\frac{1}{2}$ and smaller, there shall be no change in the prices now paid.

MISCELLANEOUS.

	Per Hour.
Inexperienced girls under sixteen years of age,	\$0 21
Undertrimming,	no change 4537
Other hour work,	no change 3832
Inexperienced girls, sixteen years of age and over:	Per Week of 48 Hours.
First 3 months,	\$10 00
Second 3 months,	11 00
Second 6 months,	13 50
After 1 year,	15 00
Operating pricking machine,	19 50
All-round stitching,	22 35
Foxing stitching,	19 50
Attaching buttons and inspecting work,	15 00
Top-sorting and trimming, including trimming vamps,	15 00
Clerical work,	14 00

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On July 1 the following decision was rendered: —

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum Factories), Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company (Factories A and C), W. L. Douglas Shoe Company (Factories Nos. 1, 3 and 5), Charles A. Eaton Company, Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1 and 3), Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., and Whitman & Keith Company, of Brockton, and treers. (134-159)

Having considered said applications, heard the parties by their duly authorized representatives and considered the reports of expert assistants nominated by the parties, the Board awards that 65 cents per hour shall be paid by the above-named employers in Brockton for treeing shoes as the work is there performed.

By agreement of the parties this decision shall take effect as of May 26, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

LUKE W. REYNOLDS COMPANY — BROCKTON.

On July 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and sole-fasteners. (226)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Luke W. Reynolds Company at Brockton for the work as there performed: —

	Per 24 Pair.
Goodyear welting,	\$0 60
Goodyear stitching:	
White or surface stitch,	72
Fudge stitch,	65
Roughrounding,	28

By agreement of the parties this decision shall take effect as of May 20, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

J. H. WINCHELL & CO., INC. — HAVERHILL.

On July 12 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (93)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed: —

	Per 12 Pair.
Leveling,	no change \$0 06
Butting welt,	no change 025
Pulling wire tacks,	03
Sorting and grading taps,	Per week, \$25.
Leveling samples,	No change; ½ price extra.
Pulling two tacks on all covered shoes,	No extra.

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and Rapid stitchers. (103)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed:—

WELT DEPARTMENT.

Rapid stitching:	Per 12 Pair.
Black fudge stitch,	no change \$0 27
White stitch,	no change 30
Rubber-soled,	no change 36
Double-soled,	No change; no extra.
Around heel,	$\frac{1}{2}$ price extra.
Rubber welt,	No change; double price.
Samples,	No change; double price.
On ball-room last, sizes 12 to 16,	$\frac{1}{2}$ price extra.
Hour work,	No change; \$0.90.

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and stock-fitters. (289)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed:—

	Per 12 Pair.
Turning channel,	no change \$0 04
Beating-out,	no change 0275
Gemming and trimming:	
Peaked toes,	no change 0475
Regular toes,	no change 045
Channeling innersole:	
Regular toes,	no change 05
Peaked toes,	no change 08
Cementing channel,	0125
Stamping innersole,	No change; per 60 pair, \$0.065.
Samples,	No change; $\frac{1}{2}$ price extra.
Hour work,	No change; \$0.60.
	Per Week.
Casing innersole,	\$25 00
Rounding innersole,	24 00
Bench work,	17 50

	Per Week.
Cementing channel,	\$17 50
Sorting top-lifts,	24 00
Moulding heels,	24 00
Compressing top-lifts,	23 00
Second man, casing heels,	no change 20 00
Rolling and splitting,	22 50
Working around room,	20 00

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (291)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill for the work as there performed: —

Packing department:	Per Week.
Feeling for tacks,	no change \$16 50
Cleaning linings,	no change 16 50
Girl working around room,	no change 16 50
Man filling in odd shoes,	no change 25 00

Finishing bottoms:	Per 12 Pair.
Burnishing:	
Shanks,	no change \$0 0525
All over,	no change 0725
Tops,	no change 0275
Shanks, new work,	035
Cleaning slugs,	no change 015
Samples,	No change; $\frac{1}{2}$ price extra.
Trimming toe,	no change 0225

Stitching department:	
Staying vamp,	045
Staying foxing,	no change 035
Staying oxfords,	no change 0375
Double-seam vamp,	08
Samples,	No change; $\frac{1}{2}$ price extra.
Closing lining,	0275
Closing lining, after three weeks' experience; per hour, \$0.35.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, DIAMOND SHOE COMPANY, HOWARD & FOSTER COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, STONE, TARLOW COMPANY, INC. — BROCKTON.

On July 14 the following decisions were rendered:—

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and vampers. (214)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Co-operative Boot and Shoe Company to employees in Brockton for work as there performed:—

VAMPING.

Single-needle machine:

Long vamp:

Per 24 Pair.

Two rows and heel row, folded edges,	no change	\$1 227
Two rows and heel row, plain edges,	no change	1 1835
Circular vamp, plain or folded edges,	no change	79148
Blucher, two rows spaced,	no change	8586
Third row, half or all the way around,	no change	2736
Jersey stay,	no change	2722
Per hour,	no change	7291

Extras:

Raised throat,	10
Wing tip, presser roll passed over,	08
Left and right tongues, to be barred or paid for as holding in tongues,	058
Perforated vamp and top,	No extra.
Pinked edge,	No extra.
Folded edge,	No extra.
Square or wide throat,	No extra.
Square throat where stop is made,	No change.
Backstay stitched through lining,	No extra.
Holding in center stay,	No extra.
Blucher, barred,	No extra.
Blucher, deep-cut,	No extra.
Earl Blucher,	No change.
Heel row,	No change.
Bellows tongue,	No extra.
Cordovan,	No change.
Regular-height top on circular vamp,	No extra over oxford top.
Left and right tops,	No extra.
Leather lining,	No extra.
Oxford button or bal.,	No extra.
Samples,	One-half price extra.
Lots of not more than 6 pair,	One-half price extra.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and vamps. (215)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in Brockton for work as there performed:—

VAMPING.

Ralston Factory:

Single-needle machine:

Per 24 Pair.

Long vamp, two rows,	no change	\$1 0092
Circular vamp, two rows,	no change	7769
Sport circular vamp, two rows,	no change	1 15
Wave bal., two rows,	no change	1 089
Cubist bal., two rows,	no change	1 089
Grecian bal., two rows,	no change	1 089
Sport bal., two rows,	no change	9512
Regular blucher, space row,	no change	786
Earl blucher, space row,	no change	8336
Per hour,	No change;	\$0 7291.

Farnum Factory:

Single-needle machine:

Long vamp, two rows,		9512
Circular vamp, two rows,		7334
Wave bal., two rows,	no change	1 0092
Cubist bal., two rows,	no change	9947
Grecian bal., two rows,	no change	9947
Sport bal., two rows,	no change	8931
Regular blucher, space row,	no change	7569

Two-needle machine:

Long vamp, two rows,	no change	7769
Circular vamp, two rows,		5736
Sport bal., two rows,	no change	7186
Per hour,	No change;	\$0 7291.

Extras:

Raised throat,		10
Wing tip, presser roll passed over,		08
Left and right tongues, to be barred or paid for as holding in tongues,		058
Earl blucher, Farnum Factory,		045
Perforated vamp and top,	No extra.	
Pinked edge,	No extra.	
Folded edge,	No extra.	
Square or wide throat,	No extra.	
Square throat where stop is made,	No change.	
Backstay stitched through lining,	No extra.	
Holding in center stay,	No extra.	
Blucher, barred,	No extra.	
Blucher, deep-cut,	No extra.	
Heel row,	No change.	
Bellows tongue,	No extra.	

Extras — *Con.*

Per 24 Pair.

Cordovan,	No change.
Regular-height top on circular vamp, .	No extra over oxford top.
Left and right tops,	No extra.
Leather lining,	No extra.
Oxford button or bal.,	No extra.
Samples,	One-half price extra.
Lots of not more than 6 pair,	One-half price extra.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and vamps. (216)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Condon Brothers Company to employees in Brockton for work as there performed:—

VAMPING.

Single-needle machine:

Per 24 Pair.

Long vamp, two rows,	no change	\$0 9512
Circular vamp, two rows,	no change	7334
Tuxedo vamp, two rows,	no change	90

Two-needle machine:

Circular vamp, two rows,	no change	5736
Tuxedo vamp, two rows,	no change	70
Per hour,	No change;	\$0.7291.

Extras:

Raised throat,	10
Wing tip, presser roll passed over,	08
Left and right tongues, to be barred or paid for as holding in tongues,	058
Ear blucher,	045
Perforated vamp and top,	No extra.
Pinked edge,	No extra.
Folded edge,	No extra.
Square or wide throat,	No extra.
Square throat where stop is made,	No change.
Backstay stitched through lining,	No extra.
Holding in center stay,	No extra.
Blucher, barred,	No extra.
Blucher, deep-cut,	No extra.
Heel row,	No change.
Bellows tongue,	No extra.
Cordovan,	No change.
Regular-height top on circular vamp, .	No extra over oxford top.
Left and right tops,	No extra.
Oxford button or bal.,	No extra.
Samples,	One-half price extra.
Lots of not more than 6 pair,	One-half price extra.
Samples,	One-half price extra.
Lots of not more than 6 pair,	One-half price extra.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vampers. (217)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Diamond Shoe Company to employees in Brockton for work as there performed:—

VAMPING.

Factory No. 1:

Single-needle machine:		Per 24 Pair.
Long vamp, two rows,	. . . . . no change	\$0 9512
AA long vamp, two rows,	. . . . . no change	1 052
AA circular vamp, two rows,	. . . . . no change	806
Blucher, space row,	. . . . . no change	786
Per hour,	. . . . . No change;	\$0.7291.

Factory C:

Single-needle machine:		
Circular vamp, two rows,	. . . . . no change	7478
Per hour,	. . . . . No change;	\$0.7291.

Extras:

Raised throat,	. . . . .	10
Wing tip, presser roll passed over,	. . . . .	08
Left and right tongues, to be barred or paid for as holding in tongues,		058
Earl blucher,	. . . . .	045
Perforated vamp and top,	. . . . . No extra.	
Pinked edge,	. . . . . No extra.	
Square or wide throat,	. . . . . No extra.	
Square throat where stop is made,	. . . . . No change.	
Backstay stitched through lining,	. . . . . No extra.	
Holding in center stay,	. . . . . No change.	
Blucher, barred,	. . . . . No extra.	
Blucher, deep-cut,	. . . . . No extra.	
Heel row,	. . . . . No change.	
Bellows tongue,	. . . . . No extra.	
Cordovan,	. . . . . No change.	
Regular-height top on circular vamp,	. . . . . No extra over oxford top.	
Left and right tops,	. . . . . No extra.	
Leather lining,	. . . . . No extra.	
Oxford button or bal,	. . . . . No extra.	
Samples,	. . . . . One-half price extra.	
Lots of not more than 6 pair,	. . . . . One-half price extra.	
Holding back backstay,	. . . . . No extra.	
Vamps put on as centered or when vamer has to swing the center,	. . . . . No extra.	

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and vampers. (218)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and

the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Howard & Foster Company to employees in Brockton for work as there performed:—

VAMPING, GREEN-STRIPED-TAG GRADE.

		Per 24 Pair.
Single-needle machine:		
Long vamp, two rows,	no change	\$1 0162
Circular vamp, two rows,	no change	7769
Winton bal., two rows,	no change	1 0888
Civic bal., two rows,	no change	9512
Bone-dry bal., two rows,	no change	9512
Blucher, space row,		786
Seamless blucher,		1 51
Two-needle machine:		
Long vamp, two rows,	no change	835
Circular vamp, two rows,	no change	6027
Per hour,	No change;	\$0.7291.
Extras (all grades):		
Raised throat,		10
Wing tip, presser roll passed over,		08
Left and right tongues, to be barred or paid for as holding in tongues,		058
Earl blucher,		045
Heel row,		1452
Perforated vamp and top,	No extra.	
Pinked edge,	No extra.	
Folded edge,	No extra.	
Square or wide throat,	No extra.	
Square throat where stop is made,	No change.	
Backstay stitched through lining,	No extra.	
Holding in center stay,	No extra.	
Blucher, barred,	No extra.	
Blucher, deep-cut,	No extra.	
Bellows tongue,	No extra.	
Cordovan,	No change.	
Regular-height top on circular vamp,	No extra over Oxford top.	
Leather lining,	No extra.	
Oxford button or bal.,	No extra.	
Samples,	One-half price extra.	
Lots of not more than 6 pair,	One-half price extra.	
Holding back backstay,	No extra.	

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vampsers.
(219)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall Company to employees in its vamping department at Brockton for work as there performed:—

Single-needle machine:

	Per 24 Pair.
Long vamp, two rows, no change	\$1 009
Circular vamp, two rows, no change	7769
College bal., two rows, no change	1 0492
Swagger bal., two rows, no change	1 0383
Brigadier bal., two rows, no change	9512
Wave bal., two rows, no change	9512
Master bal., two rows, no change	1 0383
Correct bal., two rows, no change	9512
Blucher, space row, no change	786
Third row, half or all the way around,	2678

Two-needle machine, two rows:

Long vamp, no change	835
Brigadier bal., no change	7769
Wave bal., no change	7769
Correct bal., no change	7769
Circular bal., no change	6027
Varsity bal., no change	6027
Master bal., no change	8639
Swagger bal., no change	8639
Major bal., no change	8363
Per hour, No change; \$0.7291.	

Extras:

Raised throat,	10
Wing tip, presser roll passed over,	08
Left and right tongues, to be barred or paid for as holding in tongues,	058
Earl blucher,	045
Perforated vamp and top, No extra.	
Pinked edge, No extra.	
Folded edge, No extra.	
Square or wide throat, No extra.	
Square throat where stop is made, No change.	
Backstay stitched through lining, No extra.	
Holding in center stay, No extra.	
Blucher, barred, No extra.	
Blucher, deep-cut, No extra.	
Heel row, No change.	
Bellows tongue, No extra.	
Cordovan, No change.	
Regular-height top on circular vamp, No extra over oxford top.	
Left and right tops, No extra.	
Leather lining, No extra.	
Oxford button or bal., No extra.	
Samples, One-half price extra.	
Lots of not more than 6 pair, One-half price extra.	
Holding back backstay, No extra.	

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and vamps. (220)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by

the parties, the Board awards that the following prices be paid by M. A. Packard Company to employees in Brockton, for work as there performed:—

VAMPING, GREEN AND YELLOW-STRIPED-TAG GRADE.

		Per 24 Pair.
Single-needle machine:		
Long vamp, two rows,	no change	\$1 009
Circular vamp, two rows,	no change	7769
New York bal., two rows,	no change	9512
Blucher, space row,	no change	844
Seamless blucher,	no change	1 512
Third row, half or all the way around,	no change	2678
Two-needle machine:		
Long vamp, two rows,	no change	835
Circular vamp, two rows,	no change	6027
Per hour,	No change;	\$0.7291.
Extras (all grades):		
Raised throat,		10
Wing tip, presser roll passed over,		08
Left and right tongues, to be barred or paid for as holding in tongues,		058
Earl blucher,		045
Perforated vamp and top,	No extra.	
Pinked edge,	No extra.	
Folded edge,	No extra.	
Square or wide throat,	No extra.	
Square throat where stop is made,	No change.	
Backstay stitched through lining,	No extra.	
Blucher, barred,	No extra.	
Blucher, deep-cut,	No extra.	
Heel row,	No change.	
Bellows tongue,	No extra.	
Cordovan,	No change.	
Regular-height top on circular vamp,	No extra over oxford top.	
Left and right tops,	No extra.	
Leather lining,	No extra.	
Oxford button or bal.,	No extra.	
Samples,	One-half price extra.	
Lots of not more than 6 pair,	One-half price extra.	
Holding back backstay,	No extra.	

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vamps. (221)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards no change in the prices now paid by Stone, Tarlow Company, Inc., at Brockton for vamping shoes of the pattern submitted to the Board (described in the application as having a "so-called square throat").

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On July 19 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum Factories), Condon Brothers Company, Diamond Shoe Company (Nos. 1, 3; C), W. L. Douglas Shoe Company (Nos. 1, 2, 3), Charles A. Eaton Company, Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, and lasters. (106-108, 110-114, 116-132)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work specified, except as follows: —

Extras:	Per 24 Pair.
Innersole-tacking, iron-toe lasts,	\$0 01
Four- or five-pair lots, extra; half to assembler, half to No. 5 operator,	24
One-, two- or three-pair lots, Extra, one-half price.	
When assembler is required to insert rubber, canvas or paper in toe of shoe,	0726

Extras — *Con.*

Per 24 Pair.

When assembler is required to pick counters, . . . \$0 03

Pulling single cripples by machine, . . . Extra, one-half price.

By agreement of the parties this decision shall take effect as of June 21, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.**STACY-ADAMS COMPANY — BROCKTON.**

On July 19 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and lasters.
(128)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Stacy-Adams Company at Brockton for the items of work specified, except as follows: —

Innersole-tacking:

Per 24 Pair.

Tacking and trimming, by hand, . . . \$0 20

Iron-toe lasts, . . . extra 01

Four- or five-pair lots, extra; half to assembler, half to No. 5 operator, . 24

One-, two- or three-pair lots, . . . Extra, one-half price.

When assembler is required to insert rubber, canvas or paper in toe of shoe, . . . extra 0726

When assembler is required to pick counters, . . . extra 03

Pulling single cripples by machine, . . . Extra, one-half price.

By agreement of the parties this decision shall take effect as of June 21, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

**BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY —
BROCKTON.**

On July 26 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
Brockton Co-operative Boot and Shoe Company of Brockton and vamp-
ers. (311)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the Brockton Co-operative Boot and Shoe Company shall pay for vamping "new" circular bal., single-needle, two rows, \$0.096 per 24 pair more than for regular circular pattern.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

DIAMOND SHOE COMPANY — BROCKTON.

On July 26 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
Diamond Shoe Company of Brockton and vampers. (312)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the Diamond Shoe Company shall pay for vamping No. 160 circular bal., single-needle, two rows, \$0.1742 per 24 pair more than for regular circular pattern.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

E. E. TAYLOR COMPANY — BROCKTON.

On August 17 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
E. E. Taylor Company, shoe manufacturer of Brockton, and finishers.
(290)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the E. E. Taylor Company of Brockton shall pay to employees in the finishing department for work as there performed on the items known as gumming bottoms the same prices as are now paid for the items known as gumming natural bottoms.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

EMERSON SHOE COMPANY — ROCKLAND.

On August 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Company of Rockland and edgesetters. (301)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price of 54 cents per 24 pair now paid by the Emerson Shoe Company to employees at Rockland for setting edges, one setting, on the so-called white-tagged shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On August 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and lasters. (315)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by L. Q. White Shoe Company at Bridgewater to employees in the lasting department for work as there performed: —

Operating No. 5 machine:

Low-toed shoes:

	White- and Red- Tagged Shoes.	Per 24 Pair. Yellow- and Pink- Tagged Shoes.
Dull leather,	no change	\$0 85
Colored leather,	no change	85
Patent leather,	no change	1 12
Patent tip,	no change	1 06

High-toed shoes:

Dull leather,	no change	97
Colored leather,	no change	97
Patent leather,	no change	1 26
Patent tip,	no change	1 12

Cushion or felt innersole, No change; extra, \$0 10.

By the Board,

BERNARD F. SUPPLE, *Secretary*.**REGAL SHOE COMPANY — WHITMAN.**

On August 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and employees in the solefastening department. (330).

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Regal Shoe Company at Whitman to employees in the solefastening department for work as there performed: —

Women's so-called imitation turned shoes:

Per 12 Pair.

Foreparts:

Goodyear welting,	\$0 38
Goodyear stitching:	
White stitch,	33
Fudge stitch,	29
Roughrounding,	15
McKay-sewing shanks,	18

By agreement of the parties this decision shall take effect as of the date of the inception of the work.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On August 26 the following decisions were rendered: —

*In the matter of the joint application for arbitration of a controversy between
T. D. Barry Company, shoe manufacturer of Brockton, and cutters.
(188)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:						Per Week of 48 Hours.
Hand, block or machine,	.	.	.	.	.	\$25 00
Crimping:						
Cloth and leather toe linings,	.	.	.	.	no change	16 32
Outsides:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	26 00
Marking linings:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	20 00
Putting up linings:						
First 3 months,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	18 24

Matching up work:							Per Week of 48 Hours.	
First 3 months,	.	.	.	.	.	.	no change	\$16 80
After 3 months,	.	.	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:								
First 3 months,	.	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	.	25 00
Marking vamps for tips:								
First 3 months,	.	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	.	.	no change	18 24
Matchmarking and casing up work:								
First month,	.	.	.	.	.	.	no change	12 00
Second month,	.	.	.	.	.	.	no change	13 44
Third month,	.	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	.	no change	16 32
Dieing out on block:								
First 4 months,	.	.	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton, and cutters. (189)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Co-operative Boot and Shoe Company, at Brockton, to employees in the cutting department for work as there performed: —

						Per Week of 48 Hours.	
Leather linings:							
Hand, block or machine,	.	.	.	.	.	.	\$25 00
Crimping:							
Cloth and leather toe linings,	.	.	.	.	.	no change	16 32
Outsides:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	.	26 00
Marking linings:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	.	20 00

						Per Week of 48 Hours.	
Putting up linings:							
First 3 months,	.	.	.	.	.	no change	\$14 88
After 3 months,	.	.	.	.	.	no change	18 24
Matching up work:							
First 3 months,	.	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Marking vamps for tips:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	.	no change	18 24
Matchmarking and casing up work:							
First month,	.	.	.	.	.	no change	12 00
Second month,	.	.	.	.	.	no change	13 44
Third month,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	16 32
Dieing out on block:							
First 4 months,	.	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Shoe Manufacturing Company of Brockton, and cutters.
(190)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Shoe Manufacturing Company, at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.	
Leather linings:							
Hand, block or machine,	.	.	.	.	.	.	\$25 00
Crimping:							
Cloth and leather toe linings,	.	.	.	.	.	no change	16 32
Outsides:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	.	26 00

							Per Week of 48 Hours.
Marking linings:							
First 3 months,	.	.	.	.	.	.	no change \$13 44
Second 3 months,	.	.	.	.	.	.	no change 15 84
After 6 months,	.	.	.	.	.	.	20 00
Putting up linings:							
First 3 months,	.	.	.	.	.	.	no change 14 88
After 3 months,	.	.	.	.	.	.	no change 18 24
Matching up work:							
First 3 months,	.	.	.	.	.	.	no change 16 80
After 3 months,	.	.	.	.	.	.	no change 19 20
Punching tips and pinking,	.	.	.	.	.	.	no change 19 20
Cutting trimmings, hand and clicker:							
First 3 months,	.	.	.	.	.	.	no change 16 32
Second 3 months,	.	.	.	.	.	.	no change 18 24
Third 3 months,	.	.	.	.	.	.	no change 20 16
After 9 months,	.	.	.	.	.	.	25 00
Marking vamps for tips:							
First 3 months,	.	.	.	.	.	.	no change 13 44
Second 3 months,	.	.	.	.	.	.	no change 14 88
Third 3 months,	.	.	.	.	.	.	no change 16 32
After 9 months,	.	.	.	.	.	.	no change 18 24
Matchmarking and casing up work:							
First month,	.	.	.	.	.	.	no change 12 00
Second month,	.	.	.	.	.	.	no change 13 44
Third month,	.	.	.	.	.	.	no change 14 88
After 3 months,	.	.	.	.	.	.	no change 16 32
Dieing out on block:							
First 4 months,	.	.	.	.	.	.	no change 12 00
Second 4 months,	.	.	.	.	.	.	no change 15 36
Third 4 months,	.	.	.	.	.	.	no change 18 24
After 12 months,	.	.	.	.	.	.	no change 19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and cutters. (191)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company, at Brockton, to employees in the cutting department for work as there performed: —

							Per Week of 48 Hours.
Leather linings:							
Hand, block or machine,	.	.	.	.	.	.	\$25 00
Crimping:							
Cloth and leather toe linings,	.	.	.	.	.	.	no change 16 32
Outsides:							
First 3 months,	.	.	.	.	.	.	no change 16 32
Second 3 months,	.	.	.	.	.	.	no change 18 24
Third 3 months,	.	.	.	.	.	.	no change 20 16
After 9 months,	.	.	.	.	.	.	25 00

	Per Week of 48 Hours.
Throating,	\$26 00
Marking linings:	
First 3 months,	no change 13 44
Second 3 months,	no change 15 84
After 6 months,	20 00
Putting up linings:	
First 3 months,	no change 14 88
After 3 months,	no change 18 24
Matching up work:	
First 3 months,	no change 16 80
After 3 months,	no change 19 20
Punching tips and pinking,	no change 19 20
Cutting trimmings, hand and clicker:	
First 3 months,	no change 16 32
Second 3 months,	no change 18 24
Third 3 months,	no change 20 16
After 9 months,	25 00
Marking vamps for tips:	
First 3 months,	no change 13 44
Second 3 months,	no change 14 88
Third 3 months,	no change 16 32
After 9 months,	no change 18 24
Matchmarking and casing up work:	
First month,	no change 12 00
Second month,	no change 13 44
Third month,	no change 14 88
After 3 months,	no change 16 32
Dieing out on block:	
First 4 months,	no change 12 00
Second 4 months,	no change 15 36
Third 4 months,	no change 18 24
After 12 months,	no change 19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and cutters.
(192)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Condon Brothers Company, at Brockton, to employees in the cutting department for work as there performed:—

	Per Week of 48 Hours.
Leather linings:	
Hand, block or machine,	\$25 00
Crimping:	
Cloth and leather toe linings,	no change 16 32
Outsides:	
First 3 months,	no change 16 32
Second 3 months,	no change 18 24

Crimping — *Con.*Outsides — *Con.*

Per Week of 48 Hours.

Third 3 months,	. . . . .	no change	\$20 16
After 9 months,	. . . . .		25 00
Throating,	. . . . .		26 00
Marking linings:			
First 3 months,	. . . . .	no change	13 44
Second 3 months,	. . . . .	no change	15 84
After 6 months,	. . . . .		20 00
Putting up linings:			
First 3 months,	. . . . .	no change	14 88
After 3 months,	. . . . .	no change	18 24
Matching up work:			
First 3 months,	. . . . .	no change	16 80
After 3 months,	. . . . .	no change	19 20
Punching tips and pinking,	. . . . .	no change	19 20
Cutting trimmings, hand and clicker:			
First 3 months,	. . . . .	no change	16 32
Second 3 months,	. . . . .	no change	18 24
Third 3 months,	. . . . .	no change	20 16
After 9 months,	. . . . .		25 00
Marking vamps for tips:			
First 3 months,	. . . . .	no change	13 44
Second 3 months,	. . . . .	no change	14 88
Third 3 months,	. . . . .	no change	16 32
After 9 months,	. . . . .	no change	18 24
Matchmarking and casing up work:			
First month,	. . . . .	no change	12 00
Second month,	. . . . .	no change	13 44
Third month,	. . . . .	no change	14 88
After 3 months,	. . . . .	no change	16 32
Dieing out on block:			
First 4 months,	. . . . .	no change	12 00
Second 4 months,	. . . . .	no change	15 36
Third 4 months,	. . . . .	no change	18 24
After 12 months,	. . . . .	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton, and cutters. (193)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Joseph F. Corcoran Shoe Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:		Per Week of 48 Hours.
Hand, block or machine,	. . . . .	\$25 00
Crimping:		
Cloth and leather toe linings,	. . . . .	no change 16 32

Crimping — *Con.*

Outsides:						Per Week of 48 Hours.	
First 3 months,	.	.	.	.	.	no change	\$16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	.	26 00
Marking linings:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	.	20 00
Putting up linings:							
First 3 months,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	18 24
Matching up work:							
First 3 months,	.	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	.	no change	19 20
Punching tips and pinking,							
	.	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Marking vamps for tips:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	.	no change	18 24
Matchmarking and casing up work:							
First month,	.	.	.	.	.	no change	12 00
Second month,	.	.	.	.	.	no change	13 44
Third month,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	16 32
Dieing out on block:							
First 4 months,	.	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Diamond Shoe Company of Brockton, and cutters. (194)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Diamond Shoe Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:		Per Week of 48 Hours.	
Hand, block or machine,		\$25 00	
Crimping:			
Cloth and leather toe linings,	no change	16 32	
Outsides:			
First 3 months,	no change	16 32	
Second 3 months,	no change	18 24	
Third 3 months,	no change	20 16	
After 9 months,		25 00	
Throating,		26 00	
Marking linings:			
First 3 months,	no change	13 44	
Second 3 months,	no change	15 84	
After 6 months,		20 00	
Putting up linings:			
First 3 months,	no change	14 88	
After 3 months,	no change	18 24	
Matching up work:			
First 3 months,	no change	16 80	
After 3 months,	no change	19 20	
Punching tips and pinking,	no change	19 20	
Cutting trimmings, hand and clicker:			
First 3 months,	no change	16 32	
Second 3 months,	no change	18 24	
Third 3 months,	no change	20 16	
After 9 months,		25 00	
Marking vamps for tips:			
First 3 months,	no change	13 44	
Second 3 months,	no change	14 88	
Third 3 months,	no change	16 32	
After 9 months,	no change	18 24	
Matchmarking and casing up work:			
First month,	no change	12 00	
Second month,	no change	13 44	
Third month,	no change	14 88	
After 3 months,	no change	16 32	
Dieing out on block:			
First 4 months,	no change	12 00	
Second 4 months,	no change	15 36	
Third 4 months,	no change	18 24	
After 12 months,	no change	19 68	

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton, and cutters. (195)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company, at Brockton, to employees in the cutting department for work as there performed: —

						Per Week of 48 Hours.
Leather linings:						
Hand, block or machine,	.	.	.	.	.	\$25 00
Crimping:						
Cloth and leather toe linings,	.	.	.	.	no change	16 32
Outsides:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	26 00
Marking linings:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	20 00
Putting up linings:						
First 3 months,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	18 24
Matching up work:						
First 3 months,	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Marking vamps for tips:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	no change	18 24
Matchmarking and casing up work:						
First month,	.	.	.	.	no change	12 00
Second month,	.	.	.	.	no change	13 44
Third month,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	16 32
Dieing out on block:						
First 4 months,	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and cutters.
(196)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Charles A. Eaton Company, at Brockton, to employees in the cutting department for work as there performed:—

		Per Week of 48 Hours.
Leather linings:		
Hand, block or machine,		\$25 00
Crimping:		
Cloth and leather toe linings,	no change	16 32
Outsides:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Throating,		26 00
Marking linings:		
First 3 months,	no change	13 44
Second 3 months,	no change	15 84
After 6 months,		20 00
Putting up linings:		
First 3 months,	no change	14 88
After 3 months,	no change	18 24
Matching up work:		
First 3 months,	no change	16 80
After 3 months,	no change	19 20
Punching tips and pinking,	no change	19 20
Cutting trimmings, hand and clicker:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Marking vamps for tips:		
First 3 months,	no change	13 44
Second 3 months,	no change	14 88
Third 3 months,	no change	16 32
After 9 months,	no change	18 24
Matchmarking and casing up work:		
First month,	no change	12 00
Second month,	no change	13 44
Third month,	no change	14 88
After 3 months,	no change	16 32
Dieing out on block:		
First 4 months,	no change	12 00
Second 4 months,	no change	15 36
Third 4 months,	no change	18 24
After 12 months,	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and cutters.
(197)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Field & Flint Company, at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.
Leather linings:						\$25 00
Hand, block or machine,						
Crimping:						
Cloth and leather toe linings,						no change 16 32
Outsides:						
First 3 months,						no change 16 32
Second 3 months,						no change 18 24
Third 3 months,						no change 20 16
After 9 months,						25 00
Throating,						26 00
Marking linings:						
First 3 months,						no change 13 44
Second 3 months,						no change 15 84
After 6 months,						20 00
Putting up linings:						
First 3 months,						no change 14 88
After 3 months,						no change 18 24
Matching up work:						
First 3 months,						no change 16 80
After 3 months,						no change 19 20
Punching tips and pinking,						no change 19 20
Cutting trimmings, hand and clicker:						
First 3 months,						no change 16 32
Second 3 months,						no change 18 24
Third 3 months,						no change 20 16
After 9 months,						25 00
Marking vamps for tips:						
First 3 months,						no change 13 44
Second 3 months,						no change 14 88
Third 3 months,						no change 16 32
After 9 months,						no change 18 24
Matchmarking and casing up work:						
First month,						no change 12 00
Second month,						no change 13 44
Third month,						no change 14 88
After 3 months,						no change 16 32
Dieing out on block:						
First 4 months,						no change 12 00
Second 4 months,						no change 15 36
Third 4 months,						no change 18 24
After 12 months,						no change 19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Givren, Blunt Shoe Company, shoe manufacturer of Brockton, and cutters.
(198)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Givren, Blunt Shoe Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and cutlers.
(199)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Howard & Foster Company, at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.
Leather linings:						
Hand, block or machine,	.	.	.	.	.	\$25 00
Crimping:						
Cloth and leather toe linings,	.	.	.	.	no change	16 32
Outsides:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	26 00
Marking linings:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	20 00
Putting up linings:						
First 3 months,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	18 24
Matching up work:						
First 3 months,	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Marking vamps for tips:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	no change	18 24
Matchmarking and casing up work:						
First month,	.	.	.	.	no change	12 00
Second month,	.	.	.	.	no change	13 44
Third month,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	16 32
Dieing out on block:						
First 4 months,	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and cutters.
(200)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dicing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company of Brockton, and cutiers. (201)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Preston B. Keith Shoe Company, at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.
Leather linings:						
	Hand, block or machine,	.	.	.	.	\$25 00
Crimping:						
	Cloth and leather toe linings,	.	.	.	no change	16 32
Outsides:						
	First 3 months,	.	.	.	no change	16 32
	Second 3 months,	.	.	.	no change	18 24
	Third 3 months,	.	.	.	no change	20 16
	After 9 months,	.	.	.	.	25 00
	Throating,	.	.	.	.	26 00
Marking linings:						
	First 3 months,	.	.	.	no change	13 44
	Second 3 months,	.	.	.	no change	15 84
	After 6 months,	.	.	.	.	20 00
Putting up linings:						
	First 3 months,	.	.	.	no change	14 88
	After 3 months,	.	.	.	no change	18 24
Matching up work:						
	First 3 months,	.	.	.	no change	16 80
	After 3 months,	.	.	.	no change	19 20
	Punching tips and pinking,	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:						
	First 3 months,	.	.	.	no change	16 32
	Second 3 months,	.	.	.	no change	18 24
	Third 3 months,	.	.	.	no change	20 16
	After 9 months,	.	.	.	.	25 00
Marking vamps for tips:						
	First 3 months,	.	.	.	no change	13 44
	Second 3 months,	.	.	.	no change	14 88
	Third 3 months,	.	.	.	no change	16 32
	After 9 months,	.	.	.	no change	18 24
Matchmarking and casing up work:						
	First month,	.	.	.	no change	12 00
	Second month,	.	.	.	no change	13 44
	Third month,	.	.	.	no change	14 88
	After 3 months,	.	.	.	no change	16 32
Dieing out on block:						
	First 4 months,	.	.	.	no change	12 00
	Second 4 months,	.	.	.	no change	15 36
	Third 4 months,	.	.	.	no change	18 24
	After 12 months,	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and cutters.
(202)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Killory-Moriarty Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,	.	.	.	.	.	.	\$25 00
Crimping:							
Cloth and leather toe linings,	.	.	.	.	.	no change	16 32
Outsides:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	.	26 00
Marking linings:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	.	20 00
Putting up linings:							
First 3 months,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	18 24
Matching up work:							
First 3 months,	.	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Marking vamps for tips:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	.	no change	18 24
Matchmarking and casing up work:							
First month,	.	.	.	.	.	no change	12 00
Second month,	.	.	.	.	.	no change	13 44
Third month,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	16 32
Dieing out on block:							
First 4 months,	.	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

*In the matter of the joint application for arbitration of a controversy between
A. E. Little Company, shoe manufacturer of Brockton, and cutters.
(203)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by A. E. Little Company, at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.
Leather linings:						
	Hand, block or machine,	.	.	.	.	\$25 00
Crimping:						
	Cloth and leather toe linings,	.	.	.	no change	16 32
Outsides:						
	First 3 months,	.	.	.	no change	16 32
	Second 3 months,	.	.	.	no change	18 24
	Third 3 months,	.	.	.	no change	20 16
	After 9 months,	.	.	.	.	25 00
Throating,	.	.	.	.	.	26 00
Marking linings:						
	First 3 months,	.	.	.	no change	13 44
	Second 3 months,	.	.	.	no change	15 84
	After 6 months,	.	.	.	.	20 00
Putting up linings:						
	First 3 months,	.	.	.	no change	14 88
	After 3 months,	.	.	.	no change	18 24
Matching up work:						
	First 3 months,	.	.	.	no change	16 80
	After 3 months,	.	.	.	no change	19 20
Punching tips and pinking,						19 20
Cutting trimmings, hand and clicker:						
	First 3 months,	.	.	.	no change	16 32
	Second 3 months,	.	.	.	no change	18 24
	Third 3 months,	.	.	.	no change	20 16
	After 9 months,	.	.	.	.	25 00
Marking vamps for tips:						
	First 3 months,	.	.	.	no change	13 44
	Second 3 months,	.	.	.	no change	14 88
	Third 3 months,	.	.	.	no change	16 32
	After 9 months,	.	.	.	no change	18 24
Matchmarking and casing up work:						
	First month,	.	.	.	no change	12 00
	Second month,	.	.	.	no change	13 44
	Third month,	.	.	.	no change	14 88
	After 3 months,	.	.	.	no change	16 32
Dieing out on block:						
	First 4 months,	.	.	.	no change	12 00
	Second 4 months,	.	.	.	no change	15 36
	Third 4 months,	.	.	.	no change	18 24
	After 12 months,	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Charles E. Lynch Shoe Manufacturing Company, shoe manufacturer of Brockton, and cutters. (204)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Charles E. Lynch Shoe Manufacturing Company, at Brockton, to employees in the cutting department for work as there performed: —

						Per Week of 48 Hours.
Leather linings:						
Hand, block or machine,	.	.	.	.	.	\$25 00
Crimping:						
Cloth and leather toe linings,	.	.	.	.	no change	16 32
Outsides:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	26 00
Marking linings:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	20 00
Putting up linings:						
First 3 months,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	18 24
Matching up work:						
First 3 months,	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Marking vamps for tips:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	no change	18 24
Matchmarking and casing up work:						
First month,	.	.	.	.	no change	12 00
Second month,	.	.	.	.	no change	13 44
Third month,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	16 32
Dieing out on block:						
First 4 months,	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and cutters.
(205)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

*In the matter of the joint application for arbitration of a controversy between
M. A. Packard Company, shoe manufacturer of Brockton, and cutters.
(206)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. A. Packard Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,	.	.	.	.	.	.	\$25 00
Crimping:							
Cloth and leather toe linings,	.	.	.	.	.	no change	16 32
Outsides:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	.	26 00
Marking linings:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	.	20 00
Putting up linings:							
First 3 months,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	18 24
Matching up work:							
First 3 months,	.	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Marking vamps for tips:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	.	no change	18 24
Matchmarking and casing up work:							
First month,	.	.	.	.	.	no change	12 00
Second month,	.	.	.	.	.	no change	13 44
Third month,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	16 32
Dieing out on block:							
First 4 months,	.	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Bion F. Reynolds, shoe manufacturer of Brockton, and cutters. (207)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Bion F. Reynolds, at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.
Leather linings:						
	Hand, block or machine,	.	.	.	.	\$25 00
Crimping:						
	Cloth and leather toe linings,	.	.	.	no change	16 32
Outsides:						
	First 3 months,	.	.	.	no change	16 32
	Second 3 months,	.	.	.	no change	18 24
	Third 3 months,	.	.	.	no change	20 16
	After 9 months,	.	.	.	.	25 00
	Throating,	.	.	.	.	26 00
Marking linings:						
	First 3 months,	.	.	.	no change	13 44
	Second 3 months,	.	.	.	no change	15 84
	After 6 months,	.	.	.	.	20 00
Putting up linings:						
	First 3 months,	.	.	.	no change	14 88
	After 3 months,	.	.	.	no change	18 24
Matching up work:						
	First 3 months,	.	.	.	no change	16 80
	After 3 months,	.	.	.	no change	19 20
	Punching tips and pinking,	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:						
	First 3 months,	.	.	.	no change	16 32
	Second 3 months,	.	.	.	no change	18 24
	Third 3 months,	.	.	.	no change	20 16
	After 9 months,	.	.	.	.	25 00
Marking vamps for tips:						
	First 3 months,	.	.	.	no change	13 44
	Second 3 months,	.	.	.	no change	14 88
	Third 3 months,	.	.	.	no change	16 32
	After 9 months,	.	.	.	no change	18 24
Matchmarking and casing up work:						
	First month,	.	.	.	no change	12 00
	Second month,	.	.	.	no change	13 44
	Third month,	.	.	.	no change	14 88
	After 3 months,	.	.	.	no change	16 32
Dieing out on block:						
	First 4 months,	.	.	.	no change	12 00
	Second 4 months,	.	.	.	no change	15 36
	Third 4 months,	.	.	.	no change	18 24
	After 12 months,	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and cutters.
(208)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Stacy-Adams Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:		Per Week of 48 Hours.	
Hand, block or machine,			\$25 00
Crimping:			
Cloth and leather toe linings,	no change		16 32
Outsides:			
First 3 months,	no change		16 32
Second 3 months,	no change		18 24
Third 3 months,	no change		20 16
After 9 months,			25 00
Throating,			26 00
Marking linings:			
First 3 months,	no change		13 44
Second 3 months,	no change		15 84
After 6 months,			20 00
Putting up linings:			
First 3 months,	no change		14 88
After 3 months,	no change		18 24
Matching up work:			
First 3 months,	no change		16 80
After 3 months,	no change		19 20
Punching tips and pinking,	no change		19 20
Cutting trimmings, hand and clicker:			
First 3 months,	no change		16 32
Second 3 months,	no change		18 24
Third 3 months,	no change		20 16
After 9 months,			25 00
Marking vamps for tips:			
First 3 months,	no change		13 44
Second 3 months,	no change		14 88
Third 3 months,	no change		16 32
After 9 months,	no change		18 24
Matchmarking and casing up work:			
First month,	no change		12 00
Second month,	no change		13 44
Third month,	no change		14 88
After 3 months,	no change		16 32
Dieing out on block:			
First 4 months,	no change		12 00
Second 4 months,	no change		15 36
Third 4 months,	no change		18 24
After 12 months,	no change		19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and cutters. (209)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Stone, Tarlow Company, Inc., at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.	
Leather linings:							
Hand, block or machine,							\$25 00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and cutters.
(210)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by E. E. Taylor Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:		Per Week of 48 Hours.
Hand, block or machine,		\$25 00
Crimping:		
Cloth and leather toe linings,	no change	16 32
Outsides:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Throating,		26 00
Marking linings:		
First 3 months,	no change	13 44
Second 3 months,	no change	15 84
After 6 months,		20 00
Putting up linings:		
First 3 months,	no change	14 88
After 3 months,	no change	18 24
Matching up work:		
First 3 months,	no change	16 80
After 3 months,	no change	19 20
Punching tips and pinking,	no change	19 20
Cutting trimmings, hand and clicker:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Marking vamps for tips:		
First 3 months,	no change	13 44
Second 3 months,	no change	14 88
Third 3 months,	no change	16 32
After 9 months,	no change	18 24
Matchmarking and casing up work:		
First month,	no change	12 00
Second month,	no change	13 44
Third month,	no change	14 88
After 3 months,	no change	16 32
Dieing out on block:		
First 4 months,	no change	12 00
Second 4 months,	no change	15 36
Third 4 months,	no change	18 24
After 12 months,	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton, and cutters. (211)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Thompson Brothers Shoe Company, at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.
Leather linings:						
Hand, block or machine,	.	.	.	.	.	\$25 00
Crimping:						
Cloth and leather toe linings,	.	.	.	.	no change	16 32
Outsides:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	26 00
Marking linings:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	20 00
Putting up linings:						
First 3 months,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	18 24
Matching up work:						
First 3 months,	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Marking vamps for tips:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	no change	18 24
Matchmarking and casing up work:						
First month,	.	.	.	.	no change	12 00
Second month,	.	.	.	.	no change	13 44
Third month,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	16 32
Dieing out on block:						
First 4 months,	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and cutters.
(212)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Wall, Doyle & Daly, Inc., at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.
Leather linings:						
Hand, block or machine,	.	.	.	.	.	\$25 00
Crimping:						
Cloth and leather toe linings,	.	.	.	.	no change	16 32
Outsides:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	26 00
Marking linings:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	20 00
Putting up linings:						
First 3 months,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	18 24
Matching up work:						
First 3 months,	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Marking vamps for tips:						
1st 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	no change	18 24
Matchmarking and casing up work:						
First month,	.	.	.	.	no change	12 00
Second month,	.	.	.	.	no change	13 44
Third month,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	16 32
Dieing out on block:						
First 4 months,	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and cutters.
(213)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Whitman & Keith Company, at Brockton, to employees in the cutting department for work as there performed: —

		Per Week of 48 Hours.
Leather linings:		
Hand, block or machine,		\$25 00
Crimping:		
Cloth and leather toe linings,	no change	16 32
Outsides:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Throating,		26 00
Marking linings:		
First 3 months,	no change	13 44
Second 3 months,	no change	15 84
After 6 months,		20 00
Putting up linings:		
First 3 months,	no change	14 88
After 3 months,	no change	18 24
Matching up work:		
First 3 months,	no change	16 80
After 3 months,	no change	19 20
Punching tips and pinking,	no change	19 20
Cutting trimmings, hand and clicker:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Marking vamps for tips:		
First 3 months,	no change	13 44
Second 3 months,	no change	14 88
Third 3 months,	no change	16 32
After 9 months,	no change	18 24
Matchmarking and casing up work:		
First month,	no change	12 00
Second month,	no change	13 44
Third month,	no change	14 88
After 3 months,	no change	16 32
Dieing out on block:		
First 4 months,	no change	12 00
Second 4 months,	no change	15 36
Third 4 months,	no change	18 24
After 12 months,	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

WATSON SHOE COMPANY — LYNN.

On August 26 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company of Lynn and stitchers. (314)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy,

and investigated the work in question, its character and the conditions under which it is performed, the Board awards that the Watson Shoe Company shall pay to employees at Lynn 30 cents per 36 pair for pressing side of instep strap, and 6 cents per 36 pair for snipping, for work as there performed.

By agreement of the parties this decision shall take effect as of the date of the inception of the work.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, KILLORY-MORIARTY COMPANY, LIBERTY SHOE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STACY-ADAMS COMPANY, E. E. TAYLOR COMPANY, WHITMAN & KEITH COMPANY — BROCKTON.

On August 31 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, the Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum Factories), Condon Brothers Company, Diamond Shoe Company, W. L. Douglas Shoe Company (Factory No. 5), Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 2 and 3; stay department), Killory-Moriarty Company, Liberty Shoe Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds, Stacy-Adams Company, E. E. Taylor Company, Whitman & Keith Company, of Brockton, and skivers. (160-164, 166, 167, 169-175, 177-184, 187)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the above-named employers, at Brockton, for the work as there performed: —

Skiving:	Per 48 Hours.
Vamp, top or tip,	\$31 20
Outside backstay, outside trimming or foxing,	26 50
Inside trimming, leather lining or tongue,	no change 22 00
Single pairs, samples and special skiving,	31 20

By agreement of the parties this decision shall take effect as of June 15, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

JOSEPH F. CORCORAN SHOE COMPANY, CHARLES A. EATON COMPANY, PRESTON B. KEITH SHOE COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC. — BROCKTON.

On August 31 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between Joseph F. Corcoran Shoe Company, Charles A. Eaton Company, Preston B. Keith Shoe Company, Thompson Brothers Shoe Company and Wall, Doyle & Daly, Inc., of Brockton, and skivers. (165, 168, 176, 185, 186)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the above-named employers, in Brockton, for the work as there performed: —

Skiving:	Per 48 Hours.
Vamp, top or tip,	\$31 20
Outside backstay, outside trimming or foxing,	26 50
Inside trimming, leather lining or tongue,	no change 22 00
Single pairs, samples and special skiving,	31 20

This decision shall be without prejudice to the employers to adopt later a piece price, a decision on which is now pending before this Board.

By agreement of the parties this decision shall take effect as of June 15, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On September 2 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and dressers and packers. (228)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry Company, at Brockton, to employees in the dressing and packing department for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00

Putting in heel-pods:		Per 24 Pair.
Felt,	no change	\$0 058
Leather,	no change	0871
Samples and single pairs,	One and one-half price.	

By agreement of the parties this decision shall take effect in the first 10 items as of May 19, 1920, and in the 11th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and dressers and packers. (229)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Co-operative Boot and Shoe Company, at Brockton, to employees in the dressing and packing department for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Shoe Manufacturing Company of Brockton and dressers and packers. (230)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the

controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Shoe Manufacturing Company, at Brockton, to employees in the dressing and packing department for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 13 items as of May 19, 1920, and in the 14th item as of August 18, 1920.

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and dressers and packers. (231, 232)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company, at Brockton, to employees in the dressing and packing department of its Ralston and Farnum Factories, for work as there performed:—

	Per Week of 48 Hours.
Putting in heel-pods,	\$18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Stenciling cartons,	19 68

	Per Week of 48 Hours.
Creasing vamps,	\$19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
	Per 24 Pair.
Feeling for and cutting tacks,	\$0 065
Stamping bottoms:	
Foreparts,	055
Shanks,	06
Rolling and brushing heels and edges,	095
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 11 items as of May 19, 1920, and in the 12th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and dressers and packers. (233)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Condon Brothers Company, at Brockton, to employees in the dressing and packing department for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Painting or flowing tips,	24 00
Embossing shoes,	19 68
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 11 items as of May 19, 1920, and in the 12th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and dressers and packers. (234)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Joseph F. Corcoran Shoe Company, at Brockton, to employees in the dressing and packing department for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and dressers and packers. (235)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Diamond Shoe Company in its No. 1 and No. 3 Factories to employees in the dressing and packing department for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00

	Per Week of 48 Hours.
Lacing and cleaning linings,	\$18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Painting or flowing tips,	24 00
Brushing stitches,	19 68
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Rolling and brushing heels, edges, bottoms and top-pieces, . per 24 pair	0 1016
Samples and single pairs, piece work, One and one-half price.	

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 19, 1920.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and dressers and packers in Factories Nos. 1, 3 and 5. (236)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in Brockton for work as there performed:—

	Factories Nos. 1 and 3.	Per Week of 48 Hours.
Dressing or doping shoes,		\$19 68
Soft-shoe, patent-leather or russet-leather repairing:		
First 6 months,		19 20
Second 6 months,		21 60
After one year,		24 00
Packing shoes in cartons,		19 68
Crowning in dressing-room,		25 00
Pushing racks,		18 00
Trucking,		21 60
Creasing vamps,		19 68
Labeling cartons,		19 68
Brushing stitches,		19 68
Painting or flowing tips,		24 00
Cleaning tops,		18 24
Taking care of odd shoes,		18 00
		Per 24 Pair.
Feeling for and cutting tacks,		\$0 065
Putting in heel-pods:		
Felt,	no change	058
Leather,	no change	058

Stamping bottoms:	Per 24 Pair.
Foreparts,	\$0 055
Shanks,	06
Lacing and cleaning linings,	09
Embossing shoes:	
Tops,	035
Pods,	036
Rolling and brushing heels, edges, bottoms and top-pieces:	
White-tagged grade,	0798
Other grades,	no change 1016
Stenciling cartons by hand or machine,	0375
Samples and single pairs,	One and one-half price.
Shipping department,	No change.

	FACTORY No. 5.	Per Week of 48 Hours.
Feeling for and cutting tacks,		\$18 00
Stamping bottoms or shanks,		19 68
Lacing and cleaning linings,		18 00
Dressing or doping shoes,		19 68
Soft-shoe, patent-leather or russet-leather repairing:		
First 6 months,		19 20
Second 6 months,		21 60
After one year,		24 00
Packing shoes in cartons,		19 68
Embossing shoes, tops or heel-pods,		19 68
Crowning in dressing room,		25 00
Stenciling cartons by hand or machine,		19 68
Labeling cartons,		19 68
Brushing stitches,		19 68
Painting or flowing tips,		24 00
Cleaning tops, \		18 24

	Per 24 Pair.
Putting in heel-pods,	no change \$0 0652
Putting in oxford linings,	no change 072
Putting linings in pumps,	no change 084
Rolling and brushing heels, edges, bottoms and top-pieces:	
White-tagged grade,	0798
Other grades,	no change 1016
Rolling and brushing leather heels,	no change 0653
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision in the matter of day work shall take effect as of May 19, 1920.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and dressers and packers. (237)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the

parties, the Board awards that the following prices be paid by Charles A. Eaton Company, at Brockton, to employees in the dressing and packing department for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Stamping bottoms:	Per 24 Pair.
Foreparts,	\$0 055
Shanks,	06
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 11 items as of May 19, 1920, and in the 12th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and dressers and packers. (238)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Field & Flint Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for tacks,	\$18 00
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68

	Per Week of 48 Hours.
Stenciling cartons,	\$19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Brushing stitches,	19 68
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Stamping bottoms:	
Foreparts,	Per 24 Pair. \$0 055
Shanks,	06
Rolling and brushing heels, edges, bottoms, top-pieces,	1016
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Givren, Blunt Shoe Company of Brockton and dressers and packers.
(239)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Givren, Blunt Shoe Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and dressers and packers. (240)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties the Board awards that the following prices be paid by Howard & Foster Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and dressers and packers in Factories Nos. 1 and 3. (241)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms or shanks,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00

	Per Week of 48 Hours.
Packing shoes in cartons,	\$19 68
Embossing shoes,	19 68
Stenciling cartons,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
	Per 24 Pair.
Rolling and brushing heels, edges, bottoms, top-pieces,	\$0 1016
Putting in heel-pods:	
Felt,	no change 058
Leather:	
At \$.0652, recent rate,	no change 0652
At .0724, recent rate,	no change 0724
Pumps,	no change 087
Women's oxfords,	no change 072
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 10 items as of May 19, 1920, and in the 11th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company of Brockton and dressers and packers.
(242)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Preston B. Keith Shoe Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Putting in heel-pods,	18 00
Stamping bottoms,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Embossing shoes,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00

	Per 24 Pair.
Rolling and brushing heels, edges, bottoms, top-pieces,	\$0 1016
Samples and single pairs, One and one-half price.	

By agreement of the parties this decision shall take effect in the first 11 items as of May 19, 1920, and in the 12th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and dressers and packers. (243)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Killory-Moriarty Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work, One and one-half price.	

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between A. E. Little Company, shoe manufacturer of Brockton, and dressers and packers. (244)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by A. E. Little Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 13 items as of May 19, 1920, and in the 14th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Charles E. Lynch Shoe Manufacturing Company of Brockton and dressers and packers. (245)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Charles E. Lynch Shoe Manufacturing Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00

Per Week of 48 Hours.

Packing cartons in boxes, nailing, strapping and stenciling boxes:

First 3 months, \$18 00

After 3 months, 21 00

Samples and single pairs, piece work, One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and dressers and packers. (246)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall Company to employees in Brockton for work as there performed:—

Per Week of 48 Hours.

Stamping bottoms, \$19 68

Putting in heel-pods, 18 00

Lacing and cleaning linings, 18 00

Dressing or doping shoes, 19 68

Soft-shoe, patent-leather or russet-leather repairing:

First 6 months, 19 20

Second 6 months, 21 60

After one year, 24 00

Packing shoes in cartons, 19 68

Embossing shoes, 19 68

Stenciling cartons, 19 68

Creasing vamps, 19 68

Labeling cartons, 19 68

Painting or flowing tips, 24 00

Packing cartons in boxes, nailing, strapping and stenciling boxes:

First 3 months, 18 00

After 3 months, 21 60

Per 24 Pair.

Feeling for and cutting tacks, \$0 065

Rolling and brushing heels, edges, bottoms, top-pieces, 1016

Samples and single pairs, One and one-half price.

By agreement of the parties this decision shall take effect in the first 11 items as of May 19, 1920, and in the 12th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and dressers and packers. (247)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the

controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. A. Packard Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Putting in heel-pods,	18 00
Stamping bottoms,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Stenciling cartons (by hand or machine),	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
	Per 24 Pair.
Rolling and brushing heels, edges, bottoms, top-pieces,	\$0 1016
Samples and single pairs, One and one-half price.	

By agreement of the parties this decision shall take effect in the first 13 items as of May 19, 1920, and in the 14th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Bion F. Reynolds, shoe manufacturer of Brockton, and dressers and packers. (248)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Bion F. Reynolds to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00

	Per Week of 48 Hours.
Packing shoes in cartons,	\$19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Marking and stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and dressers and packers. (249)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Stacy-Adams Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Lacing and cleaning linings,	\$18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
	Per 24 Pair.
Feeling for and cutting tacks,	\$0 065
Stamping bottoms:	
Foreparts,	no change 06
Shanks,	no change 065
Rolling and brushing heels, edges, bottoms, top-pieces,	1016
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 10 items as of May 19, 1920, and in the 11th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and dressers and packers. (250)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Stone, Tarlow Company, Inc., to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and dressers and packers. (251)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by E. E. Taylor Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms or shanks,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68

		Per Week of 48 Hours.
Soft-shoe, patent-leather or russet-leather repairing:		
First 6 months,	.	\$19 20
Second 6 months,	.	21 60
After one year,	.	24 00
Packing shoes in cartons,	.	19 68
Embossing shoes, tops or pods,	.	19 68
Pushing racks or taking shoes off benches,	.	18 00
Stenciling cartons by hand or machine,	.	19 68
Creasing vamps,	.	19 68
Labeling cartons,	.	19 68
Painting or flowing tips,	.	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:		
First 3 months,	.	18 00
After 3 months,	.	21 00
Putting in heel-pods:		Per 24 Pair.
At 5 $\frac{1}{2}$ cents, recent rate,	no change	\$0 058
At 7 $\frac{1}{2}$ cents, recent rate,	no change	072
Rolling and brushing heels, edges, bottoms and top-pieces,	.	1016
Samples and single pairs,	One and one-half price.	

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and dressers and packers.
(252)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Thompson Brothers Shoe Company to employees in Brockton for work as there performed: —

		Per Week of 48 Hours.
Feeling for and cutting tacks,	.	\$18 00
Lacing and cleaning linings,	.	18 00
Dressing or doping shoes,	.	19 68
Soft-shoe, patent-leather or russet-leather repairing:		
First 6 months,	.	19 20
Second 6 months,	.	21 60
After one year,	.	24 00
Packing shoes in cartons,	.	19 68
Embossing shoes,	.	19 68
Brushing heels and edges and vamps,	.	19 68
Stenciling cartons,	.	19 68
Creasing vamps,	.	19 68
Brushing stitches,	.	19 68
Labeling cartons,	.	19 68
Painting or flowing tips,	.	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:		
First 3 months,	.	18 00
After 3 months,	.	21 00

Stamping bottoms:		Per 24 Pair.
Foreparts,		\$0 055
Shanks,		06
Putting in heel-pods:		
Felt,	no change	058
Leather,	no change	058
Women's oxfords,	no change	072
Samples and single pairs,	One and one-half price.	

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and dressers and packers. (253)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Wall, Doyle & Daly, Inc., to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 13 items as of May 19, 1920, and in the 14th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and dressers and packers. (254)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Whitman & Keith Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Putting in heel-pods,	18 00
Stamping bottoms,	19 68
Lacing and cleaning linings,	19 68
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY, FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

On September 9 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and finishers.
(255)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry Company to employees in Brockton for work as there performed: —

Rough-scouring heels, 1 paper, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,		\$0 0915
Rubber,		11
Expediting heels,		21
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Rivet shanks,		345
Gumming:		
Foreparts,		12
Full bottoms,		14
Full bottoms and top-pieces,		18
Natural full bottoms and top pieces,		19
Natural full bottoms,		16
Natural foreparts,		16
Polishing:		
Full bottoms,		284
Full bottoms and top-pieces,		346

	Per Week.
Scouring heels, 2 papers,	\$33 00
Smoothing heels,	31 50
Wetting and blacking heels,	22 00
Bleaching,	22 00

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company and finishers. (256)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Co-operative Boot and Shoe Company to employees in Brockton for work as there performed: —

Scouring heels, 3 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 23
Rubber,	26
Expediting heels, no change	2178
Scouring top-pieces, no change	12
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Natural foreparts,	16
Natural full bottoms,	16
Full bottoms; gum stain, one application,	235
Foreparts; gum stain, one application,	18
Full bottoms and top-pieces; gum stain, one application,	275
Stripping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Polishing:	
Foreparts,	12
Full bottoms,	284
Full bottoms and top-pieces,	346
Faking:	
Shanks,	075
Black bottoms,	15

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Shoe Manufacturing Company and finishers. (257)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of

the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Shoe Manufacturing Company to employees in Brockton for work as there performed:—

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Expediting heels,	21
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming full bottoms, previously stained,	14
Gumming full bottoms and top-pieces,	18
Polishing:	
Full bottoms,	284
Full bottoms and top-pieces,	346
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and finishers. (258, 259)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in Brockton for work as there performed:—

RALSTON FACTORY.

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under, men's:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Including wetting:	
Leather,	20
Rubber,	22
Scouring heels, 3 papers, and wetting, 14/8 and over, straight, and all concave, women's,	39
Padding, brushing and keying heels, men's,	185
Expediting heels, men's,	21
Expediting heels, 14/8 and over, straight, and all concave, women's,	273
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached, men's,	284
Scouring foreparts and top-pieces and pinwheeling, women's,	284
Naumkeaging shanks, no change	1386

Gumming:	Per 24 Pair.
Foreparts,	\$0 12
Full bottoms,	14
Full bottoms and top-pieces,	18
Polishing:	
Foreparts,	12
Full bottoms,	284
Full bottoms and top-pieces,	346
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

FARNUM FACTORY.

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	
Leather,	\$0 17
Rubber,	19
Padding, brushing and keying heels,	185
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Full bottoms,	14
Full bottoms and top-pieces,	18
Top-pieces,	055
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Dusting and bleaching, Per week, \$18.	

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and finishers. (260)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Condon Brothers Company to employees in Brockton for work as there performed:—

Scouring heels, 3 papers, and wetting, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 255
Rubber,	29
Expediting heels,	21
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Staining, gumming, polishing or wheeling, Per week, \$33.	

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and finishers. (261)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Joseph F. Corcoran Shoe Company to employees in Brockton for work as there performed:—

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,		\$0 17
Rubber,		19
Wetting and smoothing heels,	no change	12
Expediting heels,		21
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming:		
Full bottoms and top-pieces,		18
Full bottoms,		14
Foreparts,		12
Polishing full bottoms and top-pieces,		346
Polishing full bottoms,		284
Striping:		
Foreparts,		05
Three-fourths,		06
Full bottoms,		07

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint applications for arbitration of a controversy between the Diamond Shoe Company of Brockton and finishers. (262-264)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Diamond Shoe Company to employees in Brockton for work as there performed:—

FACTORY NO. 1, MEN'S AND WOMEN'S SHOES.

	Per 24 Pair.
Expediting heels,	\$0 21
AA grade,	273
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Scouring foreparts, one paper, women's,	105
Naumkeaging full bottoms,	25
Gumming full bottoms and top-pieces with double brush (stain),	45

Polishing:		Per 24 Pair.
Full bottoms and top-pieces,		\$0 346
Full bottoms,		284
		Per Week.
Beading heels and blacking rands,		\$26 40
Rough-scouring heels,	no change	35 00
Scouring heels, two papers,		33 00
Smoothing heels,		31 50
Bleaching, striping or blacking heels,		19 00
Scouring heel-breasts, two papers, after finishing,		22 00

FACTORY NO. 2.

Rough-scouring heels, 1 paper, 1 $\frac{3}{4}$ inches and under:		
Leather or rubber,	no change	\$35 00
Smoothing heels, 1 paper,		31 50
Wetting or blacking heels,		19 00
Scouring heel-breasts, 2 papers, after finishing,		26 50
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,		\$0 17
Rubber,		19
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming full bottoms and top-pieces with double brush,		45
Expediting heels,		21
AA grade,		273
Polishing:		
Full bottoms and top-pieces,		346
Full bottoms,		284
Striping:		
Foreparts,		05
Three-fourths,		06
Full bottoms,		07

LINCOLN STREET FACTORY.

Rough-scouring heels, 1 paper, 1 $\frac{3}{4}$ inches and under:		
Leather,		\$0 0915
Rubber,		11
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:		
Leather,		17
Rubber,		19
Expediting heels,		21
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		25
Polishing:		
Full bottoms and top-pieces,		30
Full bottoms,		236
		Per Week.
Blacking and veneering heels,		\$22 00
Striping,		22 00
Smoothing heels,		31 50

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and finishers. (265-267)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company to its employees at Brockton for the work as there performed:—

FACTORIES NOS. 1 AND 2.

Rough-scouring heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 0915
Rubber,	11
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	
Leather,	17
Rubber,	19
Rubber, previously rough-scoured,	17
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Scouring top-pieces,	105
Extra-grade,	13
Scouring bottoms, pinwheel and naumkeag attached,	284
Moulded shanks,	34
Expediting heels, leather or rubber,	21
Gumming:	
Foreparts,	12
Full bottoms,	14
Full bottoms and top-pieces,	18
Polishing:	
Foreparts,	12
Full bottoms,	284
Full bottoms and top-pieces,	346
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
Rolling and polishing shanks,	155
Striping:	
Foreparts,	05
Full bottoms,	07
Three-fourths,	06
Cutting shanks,	Per week, \$30.

THIRD-GRADE SHOES (BOYS').

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	
Leather,	\$0 145
Rubber,	17
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Scouring top-pieces,	104
Scouring bottoms, pinwheel and naumkeag attached,	25
Expediting heels, leather or rubber,	165

Gumming:	Per 24 Pair.
Foreparts,	\$0 11
Full bottoms,	14
Full bottoms and top-pieces,	18
Polishing:	
Foreparts,	11
Full bottoms,	273
Rolling and polishing shanks and top-pieces and cleaning slugs,	17
Polishing full bottoms and top-pieces,	30
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Cutting shanks,	Per week, \$30.

WOMEN'S SHOES.

Rough-scouring heels, 1 paper:	
12/8 and under,	\$0 0915
Over 12/8,	121
A, kidney, Louis or Spanish heels,	243
Scouring and smoothing heels:	
12/8 and under,	242
Over 12/8,	273
Scouring and smoothing heels, 3 papers:	
A, kidney, Louis or Spanish heels,	375
Expediting heels:	
Regular,	25
A, kidney, Louis or Spanish,	315
Scouring:	
Foreparts and top-pieces,	26
Foreparts,	23
Scouring foreparts and top-pieces and pinwheeling,	315
Scouring foreparts and pinwheeling,	284
Naumkeaging shanks:	
Louis heel, 2 papers,	20
After pinwheeling, regular heel, 2 papers,	147
Gumming and polishing:	
Foreparts,	225
Full bottoms and top-pieces,	45
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
Cutting shanks or bleaching,	Per week, \$31.50.

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and finishers. (268)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nomi-

nated by the parties, the Board awards that the following prices shall be paid by Charles A. Eaton Company to its employees at Brockton for the work as there performed:—

Rough-scouring heels, 1 paper, $1\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 0915
Rubber,	11
Scouring heels, 2 papers, $1\frac{3}{4}$ inches and under:	
Leather,	17
Rubber,	19
Smoothing heels, 1 paper, $1\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Natural full bottoms and top-pieces,	19
Natural full bottoms,	16
Natural foreparts,	16
Full bottoms and top-pieces with colored gum, one application,	275
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Expediting heels,	21
Polishing:	
Full bottoms and top-pieces,	346
Full bottoms,	284
Foreparts,	12
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
Wheeling or crowning, Per week, \$30.	

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint applications for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and finishers. (269, 270)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Field & Flint Company to its employees at Brockton for the work as there performed:—

FACTORY A.

Scouring heels, 2 papers, $1\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Smoothing heels, 1 paper, $1\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075

	Per 24 Pair.
Scouring top-pieces,	\$0 105
Scouring bottoms, pinwheel and naumkeag attached,	284
Polishing:	
Foreparts,	12
Full bottoms,	284
Full bottoms and top-pieces,	346
Stained shanks,	152
Faking and brushing black shanks,	078
Expediting heels,	21
	Per Week.
Striping,	\$22 00
Staining bottoms,	33 00
Gumming bottoms,	33 00
Wetting heels,	19 00

FACTORY B.

	Per 24 Pair.
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	
Leather,	\$0 17
Rubber,	19
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Gumming:	
Full natural bottoms, two applications,	315
Full natural bottoms, two applications; top-pieces, one application,	345
Polishing:	
Full bottoms,	284
Full bottoms and top-pieces,	346
Expediting heels,	21
Wetting heels,	Per week, \$19.

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Givren, Blunt Shoe Company of Brockton and finishers. (271)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Givren, Blunt Shoe Company to its employees at Brockton for the work as there performed:—

	Per 24 Pair.
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under, leather,	\$0 17
Expediting heels,	21
Scouring top-pieces,	105

	Per 24 Pair.
Scouring bottoms, pinwheel and naumkeag attached,	\$0 284
Striping, three-fourths,	06
Gumming full bottoms,	14
Polishing full bottoms and top-pieces,	346

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and finishers. (272)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Howard & Foster Company to its employees at Brockton for the work as there performed: —

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under, men's:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Scouring heels, 2 papers, women's:	
Under 14/8, straight,	17
14/8 and over, straight, and all concave,	23
Wetting and smoothing heels; 1 paper, 1 $\frac{3}{4}$ inches and under, men's:	
Leather, no change	098
Rubber, no change	11
Wetting and smoothing heels, 1 paper, women's:	
Under 14/8, straight,	103
14/8 and over, straight, and all concave,	16
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Scouring foreparts and top-pieces and pinwheeling, women's,	284
Naumkeaging shanks, women's, no change	1386
Gumming:	
Full bottoms and top-pieces, with gum stain, 1 application,	275
Full bottoms, with gum stain, 1 application,	235
Foreparts, with gum stain, 1 application,	18
Natural full bottoms and top-pieces,	19
Natural full bottoms,	16
Natural foreparts,	16
Top-pieces,	055
Polishing:	
Full bottoms and top-pieces,	34
Full bottoms,	284
Foreparts,	12
Expediting heels, men's,	21
Expediting heels, women's:	
Under 14/8, straight,	21
14/8 and over, straight, and all concave,	273

	Per Week.
Dyeing heels,	\$21 00
Blacking heels,	23 00
Bleaching and checking,	26 40
Jigging heels,	23 00

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint applications for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and finishers. (273, 274)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by George E. Keith Company to its employees at Brockton for the work as there performed:—

FACTORY No. 1.	
Scouring heels, 3 papers, and wetting, 1 $\frac{3}{4}$ inches and under, men's:	Per 24 Pair.
Leather,	\$0 255
Rubber,	29
Scouring heels, 3 papers, and wetting, women's:	
Under 14/8, straight,	255
14/8 and over, straight, and all concave,	39
Expediting heels, men's,	21
Expediting heels, women's:	
Under 14/8, straight,	21
14/8 and over, straight, and all concave,	273
Scouring top-pieces,	105
Scouring bottoms, pinwheel, and naumkeag attached,	284
Scouring bottoms, elk soles, 1 paper,	284
Gumming:	
Full bottoms and top-pieces (previously stained),	18
Full bottoms (previously stained),	14
Foreparts (previously stained),	12
Natural full bottoms and top-pieces,	19
Natural full bottoms,	16
Natural foreparts,	16
Polishing:	
Full bottoms and top-pieces,	346
Full bottoms,	284
Foreparts,	12
Rolling and polishing shanks,	152
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

Per 24 Pair.

Brushing and faking bottoms and top-pieces and brushing heels and forepart edges:

Women's,	\$0 09
Men's,	106
Cutting shanks,	Per week, \$30.

FACTORY NO. 3.

Scouring heels, 3 papers, and wetting, 1 $\frac{3}{4}$ inches and under:

Leather,	\$0 255
Rubber,	29
Expediting heels,	21
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Scouring bottoms and naumkeaging; waterproof and elk soles, 1 paper,	185
Gumming:	
Natural full bottoms and top-pieces,	19
Natural full bottoms,	16
Foreparts (previously stained),	12
Full bottoms (previously stained),	14

Polishing:

Full bottoms,	no change	30
Foreparts and black shanks,	no change	30

Stripping:

Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Brushing bottoms and top-pieces and heel and forepart edges,	09
Gumming top-pieces,	055

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company of Brockton and finishers. (275)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Preston B. Keith Shoe Company to its employees at Brockton for the work as there performed:—

Rough-scouring heels, 1 paper, 1 $\frac{3}{4}$ inches and under, men's:	Per 24 Pair.
Leather,	\$0 0915
Rubber,	11
Rough-scouring heels, 1 paper, women's:	
Under 14/8, straight,	0915
14/8 and over, straight, and all concave,	15
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under, men's:	
Leather,	17
Rubber, previously rough-scoured,	17
Scouring heels, 2 papers, women's:	
Under 14/8, straight,	17
14/8 and over, straight, and all concave,	24

	Per 24 Pair.
Rough-scouring Louis heels, 1 paper,	\$0 243
Scouring Louis heels, 3 papers,	375
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Full bottoms and top-pieces (previously stained),	18
Full bottoms (previously stained),	14
Full natural bottoms and top-pieces,	19
Full natural bottoms,	16
Natural foreparts,	16
Full bottoms, with colored gum, 1 application,	235
Full bottoms and top-pieces, with colored gum, 1 application,	275
Polishing:	
Full bottoms and top-pieces, no change	348
Full bottoms,	284
Foreparts,	12
Top-pieces, and cleaning slugs and faking and brushing shanks,	23
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Expediting heels, men's,	21
Expediting heels, women's:	
Under 14/8, straight,	21
14/8 and over, straight, and all concave,	273

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and finishers. (276)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Killory-Moriarty Company to its employees at Brockton for the work as there performed: —

	Per 24 Pair.
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	
Leather,	\$0 144
Rubber,	165
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Expediting heels,	195
Scouring top-pieces,	09
Scouring bottoms, pinwheel and naumkeag attached,	25
Gumming:	
Foreparts,	105
Full bottoms,	11
Full bottoms and top-pieces,	148

	Per 24 Pair.
Polishing foreparts,	\$0 105
Rolling, polishing and brushing full bottoms and top-pieces and cleaning slugs,	33
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between A. E. Little Company, shoe manufacturer of Brockton, and finishers. (277)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by A. E. Little Company to its employees at Brockton for the work as there performed: —

	Per Week.
Scouring heel-breasts and rough-scouring heels,	\$26 40
Scouring heels, 3 papers,	33 00
Expediting heels,	33 00
	Per 24 Pair.
Scouring top-pieces,	\$0 105
Scouring bottoms, pinwheel and naumkeag attached, men's,	284
Staining, double-brushing and polishing:	
Full bottoms and top-pieces, men's,	72
Full bottoms, men's,	584
Staining, double-brushing and polishing full bottoms and top-pieces, women's,	563
Cleaning, gumming and polishing natural bottoms and top-pieces,	72
No. 34, velvet bottoms and top-pieces,	305
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Charles E. Lynch Shoe Manufacturing Company of Brockton and finishers. (278)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert as-

sistants nominated by the parties, the Board awards that the following prices shall be paid by Charles E. Lynch Shoe Manufacturing Company to its employees at Brockton for the work as there performed:—

Scouring heels, 3 papers, and wetting, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,	no change	\$0 255
Rubber,	no change	29
Orthopedic,	no change	325
Expediting heels,		21
Orthopedic,		30
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming:		
Foreparts,		12
Full bottoms,		14
Full bottoms and top-pieces,		18
Natural foreparts,		16
Natural full bottoms,		16
Natural full bottoms and top-pieces,		19
Full bottoms and top-pieces, gum stain, 1 application,		275
Polishing:		
Foreparts,		12
Full bottoms,		284
Full bottoms and top-pieces,		346
Rolling and faking shanks and top-pieces and cleaning slugs,		23

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and finishers.
(279)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by C. S. Marshall Company to its employees at Brockton for the work as there performed:—

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,		\$0 17
Rubber,		19
Sizing and smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:		
Leather,		089
Rubber,		10
Expediting heels,		21
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming:		
Natural foreparts,		16
Natural full bottoms,		16
Natural full bottoms and top-pieces,		19

Gumming — *Con.*

With double brush:

	Per 24 Pair.
Foreparts,	\$0 257
Full bottoms,	31
Full bottoms and top-pieces,	378
Full bottoms and one application on top-pieces,	346

Striping:

Foreparts,	05
Three-fourths,	06
Full bottoms,	07

Rolling and polishing shanks, 17

Polishing:

Foreparts,	12
Full bottoms,	284

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and finishers.
(280)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by M. A. Packard Company to its employees at Brockton for the work as there performed: —

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Smoothing heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	
Leather,	126
Rubber,	147
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Expediting heels,	21
Heelkeying rubber heels,	076
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Full bottoms and top-pieces (previously stained),	18
Full bottoms (previously stained),	14
Foreparts (previously stained),	12
Natural full bottoms and top-pieces,	19
Natural full bottoms,	16
Natural foreparts,	16
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

Polishing:	Per 24 Pair.
Foreparts,	\$0 12
Shanks,	135
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
	Per Week.
Blacking heels,	\$19 00
Lining heels,	22 00
Blacking rands and changing shoes,	19 00
Dusting and gumming, grain finish,	30 00
Dusting and taking care of odd shoes,	19 00
Bleaching,	22 00
Cleaning rubber soles,	22 00

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Bion F. Reynolds, shoe manufacturer of Brockton, and finishers. (281)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that \$33 per week shall be paid by Bion F. Reynolds to employees in Brockton for scouring or expediting heels, scouring bottoms and naumkeaging, scouring top-pieces, staining, gumming, polishing or wheeling.

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and finishers. (282)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Stacy-Adams Company to its employees at Brockton for the work as there performed: —

Scouring leather heels, 3 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Regular,	\$0 273
Orthopedic,	36
Expediting heels:	
Regular,	255
Orthopedic,	332
Scouring top-pieces:	
Regular,	135
Orthopedic,	18

Scouring bottoms, pinwheel and naumkeag attached:		Per 24 Pair.
Regular work,		\$0 297
Rivet shanks,		38
Striping foreparts,		06
Gumming, Nos. 2, 9, 11, 12:		
Full bottoms and top-pieces,		28
Full bottoms,		20
Foreparts,		166
Gumming with double brush, Nos. 5 and 14:		
Full bottoms and top-pieces, twice,		387
Full bottoms twice and top-pieces once,		38
Full bottoms,		334
Foreparts,		278
Foreparts and top-pieces,		364
Polishing:		
Bottoms, top-pieces and breasts,		423
Bottoms and breasts,		344
Foreparts,		166
Foreparts and top-pieces,		243
Top-pieces and breasts,		092
Black shanks and top-pieces,		277
Top-pieces and breasts, and brushing bottoms (dull finish),		197

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and finishers. (283)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., to its employees at Brockton for the work as there performed:—

Scouring heels, 3 papers, and wetting, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,	no change	\$0 255
Rubber,	no change	275
Expediting heels and filling holes,		24
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming with double brush:		
Full bottoms,		30
Full bottoms and top-pieces,		37
Foreparts,		25
Gumming:		
Natural full bottoms and top-pieces,		19
Natural full bottoms,		16
Natural foreparts,		16
Polishing:		
Full bottoms and top-pieces,		346
Full bottoms,		284

Striping:		Per 24 Pair.
Foreparts,		\$0 05
Three-fourths,		06
Full bottoms,		07
Blacking heels,	Per week, \$22.	

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and finishers.
(284)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by E. E. Taylor Company to its employees at Brockton for the work as there performed: —

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Stoning, brushing, and keying heels,	185
Rough-scouring top-pieces,	075
Scouring foreparts and shanks and smoothing top-pieces,	262
Naumkeaging shanks,	053
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Painted foreparts,	12
Stained foreparts,	12
Painted full bottoms,	14
Stained full bottoms,	14
Full bottoms and top-pieces,	18
Stained shanks and top-pieces,	18
Stained shanks,	14
Top-pieces,	055
Natural foreparts,	16
Natural full bottoms,	16
Natural full bottoms and top-pieces,	19
Natural top-pieces,	055
Polishing:	
Stained foreparts,	129
Stained full bottoms,	284
Stained full bottoms and top-pieces,	346
Stained shanks and top-pieces,	23
Stained shanks,	17
Top-pieces,	085
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

	Per Week.
Cutting shanks,	\$30 00
Gumming bottoms,	31 50
Other day work on above items,	31 50

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and finishers. (285)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Thompson Brothers Shoe Company to its employees at Brockton for the work as there performed: —

Rough-scouring heels, 1 paper, 1 $\frac{3}{4}$ inches and under, men's:	Per 24 Pair.
Leather,	\$0 0915
Rubber,	11
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under, men's:	
Leather,	17
Rubber,	19
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under, men's:	
Leather,	065
Rubber,	075
Rough-scouring women's heels, 1 paper, 14/8 and over, straight, and all concave,	126
Scouring women's heels. 3 papers, and wetting:	
14/8 and over,	39
Louis heels,	687
Expediting heels, men's,	21
Expediting women's heels, 14/8 and over, straight, and all concave,	273
Scouring top-pieces, men's or women's,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Scouring bottoms, pinwheel and naumkeag attached, and top-pieces, women's,	388
Gumming:	
Full bottoms (previously stained),	14
Natural full bottoms,	16
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Polishing:	
Full bottoms,	284
Foreparts, no change	1306
Gumming top-pieces, no change	0726
Scouring bottoms, pinwheel and naumkeag attached, moulded soles,	34
Expediting women's Louis heels,	315

	Per Week.
Wetting heels,	\$22 00
Brushing and faking bottoms and edges,	33 00

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and finishers. (286)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., in Brockton, for the work as there performed: —

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming full bottoms with gum stain, 1 application,	235
Polishing full bottoms,	284
Expediting heels,	21

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and finishers. (287)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Whitman & Keith Company to its employees at Brockton for the work as there performed: —

Scouring heels, 3 papers, and wetting, 1 $\frac{3}{4}$ inches and under, men's:	Per 24 Pair.
Leather,	\$0 255
Rubber,	29
Scouring heels, 3 papers, and wetting, women's:	
Under 14/8, straight,	255
14/8 and over, straight, and all concave,	39

	Per 24 Pair.
Expediting heels, men's,	\$0 21
Expediting heels, women's:	
Under 14/8, straight,	21
14/8 and over, straight, and all concave,	273
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Scouring foreparts and top-pieces and pinwheeling, women's,	284
Naumkeaging shanks, women's, no change	1386
Gumming:	
Full bottoms and top-pieces,	18
Full bottoms,	14
Foreparts,	12
Polishing full bottoms and top-pieces,	345
Polishing full bottoms,	284
Polishing foreparts,	12
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	67
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
Blacking heels, Per week, \$19.	

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Freedman-Powers Shoe Company of Brockton and finishers. (313)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Freedman-Powers Shoe Company to its employees at Brockton for the work as there performed:—

	Per 24 Pair.
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	\$0 17
Leather,	
Rubber,	19
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Expediting heels and filling holes,	24
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Full bottoms and top-pieces,	18
Full bottoms,	14
Polishing:	
Full bottoms and top-pieces,	346
Full bottoms,	284

Striping:		Per 24 Pair.
Foreparts,		\$0 05
Three-fourths,		06
Top-pieces,		06
Bleaching,		07

By agreement of the parties this decision shall take effect as of May 1, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

MEMBERS OF LIVE POULTRY DEALERS' ASSOCIATION — BOSTON.

On September 9 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the members of the Live Poultry Dealers' Association of Boston and employees. (342)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by members of the Live Poultry Dealers' Association of Boston: —

Dressing poultry:

For the market,	No change: 5 cents per bird.
For the Jewish trade,	No change: 2½ cents per bird.

Unloading cars:

If unloaded in one day,	No change: \$5 per man.
If unloaded in two days,	No change: \$7 per man.

Per week of 54 hours:

Those receiving less than \$30,	10 per cent increase.
Those receiving \$30 or more,	5 per cent increase.

Overtime work:

From 54 to 62 hours a week,	Regular rates.
More than 62 hours a week,	Price and one-half.

The Board recommends that the matter of holidays be adjusted between the employers and the employees.

By agreement of the parties this decision shall take effect as of August 30, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

HAFFENREFFER & CO. — BOSTON.

On September 10 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Haffenreffer & Co. of Boston and employees in the brewing, bottling and delivery departments. (316)

This matter came up on an appeal by the employer from a finding of a conciliation board established under an agreement existing between the employer and employees, which board determined that as neither of the two employees in question was a member of the union, neither should remain in the service of the employer, but recommended that both be given an opportunity to make application for membership in the union, which recommendation was complied with. Both men, however, were denied admission to the union.

Having considered said application and heard the parties by their duly authorized representatives, the Board recommended that Mr. Shaw, one of the employees, be given further opportunity to make application and be admitted to membership in the union, which recommendation the Board is informed has been carried out and he is thereby removed from this controversy. The Board awards that the finding of the conciliation board be sustained as to the other employee, without recommendation.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

HEDLUND SHOE COMPANY — BROCKTON.

On September 14 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Hedlund Shoe Company of Brockton and edgemakers. (310)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Hedlund Shoe Company at Brockton for the work as there performed: —

	Per 24 Pair.
Edgetrimming, including jointing,	\$0 98
Edgesetting,	62

By agreement of the parties this decision shall take effect as of January 26, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BOSTON.

On September 14 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and heel scourers in Factory No. 9, Boston. (317)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by George E. Keith Company to employees in Boston for the work as there performed: —

Scouring heels:	Per 12 Pair.
First operation, 2 papers, sensible heels: 138, 16, 110, 120, 137, 159, 161, 167, K, 155, 141, 121, GP, 145, 23, 129:	
13/8 and under,	\$0 08
14/8 and over,	08
Leather Louis heels: Nos. 25, 39, 40, 125, 127, 135, 163, 173, 153,	
no change,	1306
No. 26 heel: 1 operation, 2 papers, without lining, . no change	0871
Lining heels,	02

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and lasters in Factory No. 9, Boston. (318)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by George E. Keith Company to employees in Boston for the following items of work, as there performed: side-lasting; elastic counters, covered shoes, right and left counters; lasting by hand, by machine and sample lasting, per week.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On September 14 the following decisions were rendered: —

*In the matter of the joint application for arbitration of a controversy between
L. Q. White Shoe Company of Bridgewater and Goodyear stitchers.
(326)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Goodyear stitching:

Yellow-tagged and pink-tagged grades:		Per 24 Pair.
White or surface stitch,	. . . . .	\$0 66
Fudge stitch,	. . . . .	66
(Not over 10 stitches to the inch.)		
White-tagged and red-tagged grades:		
White or surface stitch,	. . . . .	60
Fudge stitch,	. . . . .	60

Samples and 1-, 2- and 3-pair lots, 1½ price.

*In the matter of the joint application for arbitration of a controversy between
L. Q. White Shoe Company of Bridgewater and employees. (339)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

	Per 24 Pair.
Outside backstaying,	\$0 18
Staying Compo. blucher,	18
Turning tops by machine,	0875
Vamping seamless blucher,	81

By the Board,

BERNARD F. SUPPLE, *Secretary.*

EMERSON SHOE COMPANY — ROCKLAND.

On September 20 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Company, shoe manufacturer of Rockland, and cutters.
(300)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Emerson Shoe Company to its cutters employed at Rockland for the work as there performed: —

CLASSIFICATION OF LEATHERS.

Cutting whole shoes by hand:

Class 1:

Colored kid, colored kangaroo, genuine buck (whole shoes), black glazed kangaroo.

Class 2:

Full-grain Russia calf and Russia sides, black and colored Cordovan, ooze calf (whole shoes), Nu Buck sides (whole shoes), black vici.

Class 3:

Gun metal, box calf and sides, colored snuffed sides, oil grain leather, colored patent leather.

Class 4:

Patent leathers (except colored patent): patent colt, patent cowhide, enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Cutting whole shoes by machine:

Class 1:

Colors: colored kid, colored kangaroo, colored genuine buck (whole shoes).

Balance: black glazed kangaroo.

Class 2:

Colors: colored full-grain Russia calf and Russia sides, colored Cordovan, colored ooze calf (whole shoes), colored Nu Buck (whole shoes).

Balance: black Cordovan, black ooze calf (whole shoes), black Nu Buck sides (whole shoes), black vici kid, black patent vici kid, black elk.

Class 3:

Colors: painted colored snuffed sides or calf (boarded or smooth), colored patent leather, colored oil grain.

Balance: gun metal, box calf and sides, black oil grain.

Class 4:

Patent colt, patent cowhide (except colored patent leather), enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Cutting tops, by hand or machine:

Class 1:

Colored kid.

Class 2:

Black kid, mat kid, mat calf, Russia calf, glazed kangaroo, mat kangaroo, boarded Russia, box calf, ooze calf, Nu Buck.

Class 3:

S.de leathers, cloth tops.

POINTS.

Patterns for outsides by hand or machine to remain pointed as at present unless covered by extras.

Top cutting, by hand or machine:

Points.

Bal. tops,	3½
Seamless blucher tops,	4½
Foxed blucher tops,	3½
Button tops,	4
Lace oxford tops,	3½
Button flies,	1½
Button-fly linings,	½

Extra Points and Prices.

Regular bal. and blucher tongues:

Points Extra.

Cut by hand,	1
Blocked by hand,	½
Cut or blocked by machine,	½

Long backstays (blucher or bal.) to heelseat:

Oxford T stay:

Cut by hand,	1½
Blocked by hand,	1
Cut or blocked by machine,	1

Small stay:

Cut by hand,	1
Blocked by hand,	½
Cut or blocked by machine,	½

Lace and blucher-oxford tongues:

Cut by hand,	¾
Blocked by hand,	½
Cut or blocked by machine,	½

Right and left tip, over regular straight tip

Long toe, when tip is to be used

Wing tip, 7 inches and less, 4

Wing tip, over 7 inches long, 4½

Notches, ¼

Pricking holes, 1½ cent per hole.

Combination-tagged, ½ cent extra per pair.

Snuffed, painted calfskin cut by hand: 2½ per cent more than Class 3 price.

Plain-toed shoes: the same as regular short vamp and regular tip.

Samples and 1- and 2-pair lots, price and one-half in all classes.

VALUES.

Whole-shoe cutting:

By hand:

Per Point.

Class 1,	\$0 01056
Class 2,	00935
Class 3,	0088
Class 4,	00792
Class 5,	00704

Whole-shoe cutting — *Con.*

By machine:		Per Point.
Class 1:		
Colors,	. . . . .	\$0 00828
Balance,	. . . . .	00771
Class 2:		
Colors,	. . . . .	00736
Balance,	. . . . .	0069
Class 3:		
Colors,	. . . . .	0069
Balance,	. . . . .	0064
Class 4,	. . . . .	00575
Class 5,	. . . . .	00517
Top-cutting:		
By hand:		
Class 1,	. . . . .	009
Class 2,	. . . . .	00804
Class 3,	. . . . .	00696
By machine:		
Class 1,	. . . . .	00656
Class 2,	. . . . .	00586
Class 3,	. . . . .	00507

The payment of an extra price for cutting shoes known as the purple-tagged grade shall be discontinued.

CONDITIONS.

1. Stock shall be given to men used to cutting certain kinds of leather. All-round cutters shall receive their proportional share of all kinds of leather. This does not mean that the manufacturer must give leather to cutters who have no experience on that kind of leather.

2. As near a day's work given to men as possible.

3. Jobs shall be taken to the cutters and patterns given with the job.

4. Credit shall be given the men for side work.

5. Cutters shall replace all parts rejected by the sorters. Cutters' responsibility for quality shall end when work is passed by sorters or inspectors. Cutters' responsibility for full cases shall end after shoes leave match-marker. Cutters shall not be responsible for wrong leather given with tags.

6. When jobs are finished each cutter shall tie up the work whether cut in bulk or case.

7. Grindstones shall be kept in good order.

8. Boards shall be buffed at least once a week by cutters, and the machine blocks shall be kept in good condition by the manufacturer.

9. No more than three men on a set of patterns.

10. Cutters working by the piece shall not ring in on time clock.

11. Not more than four or five men on a set of dies.

12. Dies shall be kept in good cutting condition.

13. Not more than two pieces to be returned on any job, and not more than four pieces of broken skins given in a job. (Remnants.)

14. Where there are no dies for certain sizes, such sizes to be cut by hand at the hand piece price.

15. Sorters or crowners to be employed.

16. When sample remnants are given as a separate job the price shall be price and one-half or by the day at the option of the cutter, or the same may be given to regular day men.

17. Spare and small jobs to be given out by card or blackboard system.

18. Badly broken stock to be cut by the hour or by the piece at the option of the cutter.

19. Seamless blucher tops, when cut on machine same price as regular bal. tops.
20. All new patterns to be taken up for price adjustment.
21. Pattern and die boys shall be employed.
22. Cutters to verify footage before cutting job.
23. All jobs shall contain not more than three styles or three widths. All jobs containing more than three widths or three styles shall be paid for at $\frac{1}{2}$ cent per pair extra. This shall not apply to jobs valued at \$8 or more.

Other conditions to conform with those existing in Brockton factories using the point system.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

LUKE W. REYNOLDS COMPANY — BROCKTON.

On September 21 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and finishers. (292)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Luke W. Reynolds Company to its employees at Brockton for the work as there performed: —

	Per 24 Pair.
Scouring heel-breasts, 1 paper,	\$0 045
Scouring heels, 2 papers:	
Leather,	16
Rubber,	18
Blacking heels and rands,	04
Expediting heels,	20
Scouring top-pieces,	095
Scouring bottoms, pinwheel and naumkeag attached,	26
Cutting shanks,	045
Bleaching foreparts,	065
Gumming foreparts,	11
Blacking:	
Shanks and breasts,	09
Shanks, breasts and top-pieces,	11
Painting foreparts, no change	1161
Waxing and brushing foreparts or full bottoms,	11
Rolling and polishing foreparts, shanks and top-pieces and cleaning slugs, no change	3339
Rolling and polishing foreparts and shanks,	27
Wheeling cut and breasts, no change	0871
Bleaching bottoms,	065
Gumming bottoms,	11
Painting bottoms,	15

	Per 24 Pair.
Wheeling breasts,	\$0 045
Staining or blacking top-pieces,	0325
Rolling top-pieces and cleaning slugs,	08
Blacking or staining breasts,	0325

By agreement of the parties this decision shall take effect as of June 10, 1920.

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and edgemakers. (293)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Luke W. Reynolds Company, at Brockton, for the work as there performed: —

	Per 24 Pair.
Edgetrimming, including randing, knifing and jointing by hand:	
Regular work,	\$0 98
Arch supports,	98
Edgesetting, one setting,	50

By agreement of the parties this decision shall take effect as of June 10, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, A. E. LITTLE COMPANY, STACY-ADAMS COMPANY, WALL, DOYLE & DALY, INC., CONDON BROTHERS COMPANY, HOWARD & FOSTER COMPANY, KILLORY-MORIARTY COMPANY, C. S. MARSHALL COMPANY, WHITMAN & KEITH COMPANY — BROCKTON.

On September 28 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and edgetrimmers. (294)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated

by the parties, the Board awards that there shall be no change in the prices paid by T. D. Barry Company, at Brockton, for rough trimming and sample trimming: namely, \$36 per week of 48 hours.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and edgemakers. (295)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Joseph F. Corcoran Shoe Company, at Brockton, for edgetrimming and edgsetting (two settings): namely, 82 cents per 24 pair for the work as there performed.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and edgetrimmers. (296)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by the Diamond Shoe Company, at Brockton, for rough trimming: namely, \$36 per week of 48 hours.

In the matter of the joint application for arbitration of a controversy between A. E. Little Company, shoe manufacturer of Brockton, and edgemakers. (297)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by A. E. Little Company, at Brockton, for the work as there performed:—

	Per 24 Pair.
Kitting, including ragging,	no change \$0 436
Trimming and setting spring-heeled shoes,	no change 1 44

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and edgsetters. (298)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Stacy-Adams Company, at Brockton, for kitting including ragging, as the work is there performed: namely, \$0.436.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and edgemakers. (299)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Wall, Doyle & Daly, Inc., at Brockton, for edgetrimming and edgsetting (two settings) as the work is there performed: namely, 82 cents per 24 pair.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and edgemakers. (302)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Condon Brothers Company, at Brockton, for the work as there performed: —

Edgetrimming:		Per 24 Pair.
Regular work,	no change	\$0 74
Army garrison shoes,		74
Edgsetting, two settings:		
Regular work,	no change	74
Army garrison shoes,		74

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and edgemakers. (303)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Howard & Foster Company, at Brockton, for edgetrimming on shoes of the green-tag grade, as the work is there performed: namely, 82 cents per 24 pair.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and edgemakers. (304)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Killory-Moriarty Company, at Brockton, for the work as there performed: —

	Per 24 Pair.
Edgetrimming, no change	\$0 65
Edgesetting, one setting, no change	50

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and edgemakers. (305)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by C. S. Marshall Company, at Brockton, for the work as there performed: —

	Per 24 Pair.
Edgesetting, two settings, no change	\$0 74
Flat-iron trimming, no change	82
Flat-iron setting, two settings, no change	74
Trimming around edges, no change	1 045

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and edgetrimmers. (306)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Whitman & Keith Company, at Brockton, for edgetrimming on shoes of the XX grade, as the work is there performed: namely, 74 cents per 24 pair.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, LIBERTY SHOE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, A. E. LITTLE COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, STACY-ADAMS COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, BION F. REYNOLDS, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On September 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company, W. L. Douglas Shoe Company, Charles A. Eaton Company, Field & Flint Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, Killory-Moriarty Company, Liberty Shoe Company, Charles E. Lynch Shoe Manufacturing Company, A. E. Little Company, C. S. Marshall Company, M. A. Packard Company, Stacy-Adams Company, E. E. Taylor Company, Thompson Brothers Shoe Company, Bion F. Reynolds, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and sole-leather workers. (307)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by the above-named employers in Brockton for the following items of work: —

	Per Week.
Cutting outsoles,	\$38 40
Sorting outsoles,	35 52
Cutting innersoles,	36 00
Sorting innersoles,	32 64
Channeling innersoles,	35 52
Cutting taps,	28 80
Cutting top-pieces,	28 80

Cutting counters:										Per Week.
Fiber,	.	.	.	.	.	.	.	.	.	\$24 00
Leather,	.	.	.	.	.	.	.	.	.	28 80
Cutting box toes,	.	.	.	.	.	.	.	.	.	24 96
Cutting lifting,	.	.	.	.	.	.	.	.	.	25 92

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — MIDDLEBOROUGH.

On September 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and heelers in its Factory No. 4 at Middleborough. (324)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by George E. Keith Company in Factory No. 4, at Middleborough, for the work as there performed: —

Heeling:										Per 12 Pair.
Regular heels,	.	.	.	.	.	.	.	.	.	\$0 1308
Bases,	.	.	.	.	.	.	.	.	.	1018
Rubber heels:										
When placed by heeler,	.	.	.	.	.	.	.	.	.	1018
When already placed,	.	.	.	.	.	.	.	.	.	095
15/8 heels, bases and top,	.	.	.	.	.	.	.	.	.	2541
Samples,	.	.	.	.	.	.	.	.	.	1½ price.
Heeling, shaving, slugging and breasting,										\$33 per week of 48 hours.

By agreement of the parties this decision shall take effect as of March 8, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

COOPER-LIBERTY-THOMPSON COMPANY — MARLBOROUGH.

On September 28 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between Cooper-Liberty-Thompson Company, shoe manufacturer of Marlborough, and employees. (338, 343, 344)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Cooper-Liberty-Thompson Company to its employees at Marlborough for the work as there performed: —

		Per 12 Pair.
Undertrimming:		
Polish tops, pressed work, held on,	no change	\$0 30
Two-eyelet tie, blucher, held on,		25
Lining-making:		
Side facings with tape,		115
Leather top facings,		055
Web staying,		045
Closing:		
Three-quarter-foxed vamp, sides and vamp heels,		0275
Pressed heels,		0325
Oxfords,		03
Oxfords, pressed,		035
Edgetrimming, including blacking and wetting, McKay work:		
Single-soled and slip-tapped,	no change	30
Fair-stitched,	no change	33
French shanks,	no change	36.
Boning out,	No extra.	
Randing foreparts or shanks,	No extra.	
Edgesetting, McKay work:		
Single-soled and slip-tapped, two settings,	no change	27
Fair-stitched,	no change	30
Heeling:		
Bases,	no change	09
Single nailing; 1 shift, 2 shifts or 3 shifts, up to and including 14/8,	no change	12
Double nailing,	no change	21
Rubber heels:		
Including cementing,	no change	17
No cementing,	no change	13

By agreement of the parties this decision shall take effect as of the date of the introduction of the piece-work system.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CONDON BROTHERS COMPANY — BROCKTON.

On September 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and treers.
(340)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 70 cents per 24 pair shall be paid by Condon Brothers Company, at Brockton, for treeing army garrison shoes (cleaned, washed and one coat of dressing) as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

BRESNAHAN-MacLAUGHLIN SHOE COMPANY, ALLEN-GOLLER-LEIGHTON COMPANY — LYNN.

On September 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company and Allen-Goller-Leighton Company, shoe manufacturers of Lynn, and stitchers. (346)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Bresnahan-MacLaughlin Shoe Company and Allen-Goller-Leighton Company, at Lynn, for the work as there performed: —

Stitching cut-outs:

36 cut-outs in a pair,	.	.	.	.	.	.	.	.	\$0 18
24 cut-outs in a pair,	.	.	.	.	.	.	.	.	14

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

WELCH SHOE COMPANY — LYNN.

On October 6 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Welch Shoe Company of Lynn and finishers. (348)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be no change in the price paid by the Welch Shoe Company, at Lynn, for rolling and brushing shanks as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**T. D. BARRY COMPANY, CHURCHILL & ALDEN COMPANY,
JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE
COMPANY, THOMPSON BROTHERS SHOE COMPANY —
BROCKTON.**

On October 26 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and solefasteners. (319)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by T. D. Barry Company, at Brockton, for the work as there performed: —

		Per 24 Pair.	
		Grade 1.	Grade 2.
Goodyear welting,	no change	\$0 66	\$0 60
Goodyear stitching:			
White stitch,	no change	78	74
Fudge stitch,	no change	70	68
Roughrounding,	no change	32	30

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and solefasteners in the Ralston Factory. (320)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the condi-

tions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Churchill & Alden Company in the Ralston Factory, at Brockton, for the work as there performed:—

		Per 24 Pair.		
		Extra Grade.	Grade 1.	Grade 2.
Goodyear welting,	no change	\$0 72	\$0 66	\$0 60
Goodyear stitching:				
White stitch,	no change	90	78	74
Fudge stitch,	no change	78	70	68
Roughrounding,	no change	36	32	30

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and solefasteners. (321)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Joseph F. Corcoran Shoe Company, at Brockton, for the work as there performed:—

		Per 24 Pair.	
Goodyear welting,	no change	\$0 54	
Goodyear stitching:			
White stitch,	no change	68	
Fudge stitch,	no change	62	
Roughrounding,	no change	28	

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and solefasteners in Factory C. (322)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Diamond Shoe Company, at Brockton, in Factory C, for the work as there performed:—

		Per 24 Pair.	
Goodyear welting,		\$0 60	
Goodyear stitching, including bobbin-winding:			
White stitch,		74	
Fudge stitch,		68.	
Roughrounding,		30	

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and solefasteners. (323)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Thompson Brothers Shoe Company, at Brockton, for the work as there performed: —

	Per 24 Pair.
Goodyear welting, no change	\$0 66
Goodyear stitching:	
White stitch, no change	78
Fudge stitch, no change	70
Roughrounding, no change	32

By the Board,

BERNARD F. SUPPLE, *Secretary*.

SLATER & MORRILL, INC. — BRAINTREE.

On October 26 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Slater & Morrill, Inc., shoe manufacturer of Braintree, and finishers.
(351)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Slater & Morrill, Inc., at Braintree, for the work as there performed: —

Bottom finishing; two applications of gum stain and brushed twice:	Per 12 Pair.
Bottom and top-piece,	\$0 20
Bottom to heel,	15
Forepart,	13

By agreement of the parties this decision shall take effect as of September 9, 1920.

In the matter of the joint application for arbitration of a controversy between Slater & Morrill, Inc., shoe manufacturer of Braintree, and rough-rounders. (352)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nomi-

nated by the parties, the Board awards that 10 cents per 12 pair shall be paid by Slater & Morrill, Inc., at Braintree, for roughrounding children's and youths' shoes around the heel, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

RICE & HUTCHINS, INC. — MARLBOROUGH.

On October 26 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and lasters.
(327)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., to employees in the Curtis Factory at Marlborough for the work as there performed: —

Operating No. 5 bed machine:

Men's shoes:

Plain-toed:

							Per 12 Pair. Pink-Tag and Yellow-Tag Grades.	Red-Tag and Green-Tag Grades.
Black,	.	.	.	.	.	.	\$0 37	\$0 38
Colored,	.	.	.	.	.	.	42	45
Patent,	.	.	.	.	.	.	45	49

Low-toed:

Black,	.	.	.	.	.	.	39	41
Colored,	.	.	.	.	.	.	45	47
Patent,	.	.	.	.	.	.	45	50

Medium-toed:

Black,	.	.	.	.	.	.	43	46
Colored,	.	.	.	.	.	.	48	51
Patent,	.	.	.	.	.	.	48	53

High-toed:

Black,	.	.	.	.	.	.	50	54
Colored,	.	.	.	.	.	.	58	59
Patent,	.	.	.	.	.	.	59	61

Boys' shoes:

Low-toed:

Black,	.	.	.	.	.	.	35	37
Colored,	.	.	.	.	.	.	39	41
Patent,	.	.	.	.	.	.	39	41

Medium-toed:

Black,	.	.	.	.	.	.	39	41
Colored,	.	.	.	.	.	.	42	45

High-toed:

Black,	.	.	.	.	.	.	44	47
Colored,	.	.	.	.	.	.	47	51

In the matter of the joint applications for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and vampers. (328, 329)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., to employees in the Curtis Factory at Marlborough for the work as there performed:—

Two-needle Singer machine:

Blucher:	Per 12 Pair.
Two rows, close, and brace,	\$0 30
Four rows, spread,	35
Berlin blucher and lap,	40
Blucher oxford, two rows, close and brace,	no change 30
Bal., button or Congress,	36
Bal., button or Congress, two rows, spread,	no change 45
Circular bal., oxford or button:	
Regular height,	no change 25
Low-cut,	no change 25
Elite bal. or oxford, No. 234 and No. 260,	30
Vamp, pattern No. 272,	no change 27
Berlin blucher, four rows, spread,	55
Pattern, No. 264,	no change 31
Pattern No. 259, vamp and foxing stay,	42

Single-needle Singer machine:

Blucher:	
Two rows, spread, no bar,	32
Two rows, spread, with bar,	38
Arch support,	35
Two rows, spread, and brace; bellows tongue,	no change 42
Three rows, spread, and brace,	50
Blucher oxford, no brace,	32
Bal., button or Congress, spread or perforated,	no change 48
Button low shoe,	no change 49
Circular bal., button or oxford:	
Regular height,	34
Low-cut,	34
Elite bal. or oxford, No. 234 and No. 260,	39
Vamp, pattern No. 272, bal. or oxford:	
Regular height,	no change 36
Low-cut,	no change 36
Pattern No. 264,	no change 40
Third row, bal., button or Congress,	no change 10
Bal. or button, perforated, No. 142 pattern,	no change 49
Bal. or button, perforated, No. 42 and No. 115 patterns,	no change 52

Pinked vamps, No extra.
 Folded work, No extra.

The Board recommends that tops and vamps shall be sorted for the vampers, as at present.

Vamping, by the week, \$27.60.

Vamping, by the hour, \$0.575.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and stitchers. (347)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., to employees in the Curtis Factory at Marlborough for the work as there performed:—

Foxing stitching:

	Per 12 Pair.
Straight, two rows:	
Two-needle machine, close rows, no change	\$0 15
One-needle machine,	20
No. 1 fitting, two rows:	
Two-needle machine, close rows, no change	15
One-needle machine,	20
No. 282 pattern, one-needle machine,	20
No. 287 pattern, one-needle machine,	17½
No. 288 pattern:	
Two-needle machine, close rows, no change	15½
One-needle machine,	20
Two-needle machine, space rows, no change	16
One-needle machine, third row, no change	07
No. 289 and No. 295 patterns:	
One-needle machine,	19
Two-needle machine, close rows, no change	14
Two-needle machine, space rows, no change	14½
One-needle machine, third row, no change	06

By the Board,

BERNARD F. SUPPLE, *Secretary.*

ARNOLD BROTHERS & CO. — ABINGTON; GEORGE E. BELCHER LAST COMPANY — STOUGHTON; BROCKTON LAST COMPANY, MASTERSON BROTHERS, MAWHINNEY LAST COMPANY, WOODARD & WRIGHT LAST COMPANY — BROCKTON.

On November 16 the following decision was rendered:—

In the matter of the joint applications for arbitration of a controversy between Arnold Brothers & Co. (Abington), George E. Belcher Last Company (Stoughton), Brockton Last Company, Masterson Brothers, Mawhinney Last Company and the Woodard & Wright Last Company (Brockton) and last-scourers. (331-336)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the con-

troversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid for last-scouring, namely, 5 cents per pair, by Arnold Brothers & Co. of Abington, George E. Belcher Last Company of Stoughton, and the Brockton Last Company, Masterson Brothers, Mawhinney Last Company and Woodard & Wright Last Company of Brockton, for the work as there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

RICE & HUTCHINS, INC. — ROCKLAND.

The following decision was rendered on November 16: —

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Rockland, and edgeseeters.
(350)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that \$1.02 per 24 pair shall be paid by Rice & Hutchins, Inc., at Rockland, for edgeseetting, including staining, white rubber-slip edges, as the work is there performed.

By agreement of the parties this decision shall take effect as of September 13, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

On November 16 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and treers. (345)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 20 cents per 24 pair shall be paid by Joseph F. Corcoran Shoe Company, at Brockton, for ironing russet tops, as the work is there performed.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and vampers. (349)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 17 cents extra per 24 pair shall be paid by Joseph F. Corcoran Shoe Company, at Brockton, for vamping the "so-called Tuxedo vamp" on the single-needle machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of a piece price.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

E. T. WRIGHT & CO., INC. — ROCKLAND.

On November 16 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between E. T. Wright & Co., Inc., shoe manufacturer of Rockland, and rough-rounders. (337)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by E. T. Wright & Co., Inc., at Rockland, for the work as there performed: —

Roughrounding:										Per 24 Pair.
From heel to heel,	.	.	.	.	.	.	.	.	no change	\$0 348
Around the heel,	.	.	.	.	.	.	.	.	No extra.	

By the Board,
BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

The following decision was rendered on November 16: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and stitchers, etc. (355)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed: —

Closing:	Per 12 Pair.
Two seams on No. 5 backstay, no change	\$0 06 $\frac{3}{4}$
Pressed seamless vamps, no change	03 $\frac{3}{4}$
Plain vamps and foxings, no change	03 $\frac{3}{4}$
Oxford foxings,	03 $\frac{1}{4}$
Oxford tops,	02 $\frac{3}{4}$
Stitching wing tips, held on (new work),	27 $\frac{1}{2}$
Staying:	
All seams on staying for trimming, No extra.	
Facing shoes on top stitching, eyeletting, trimming and vamping, No extra.	
Fancy stitching; lace row, No. 6 stitched quarters (new work),	15
Plugging holes in heels (bottoming room),	05

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BOSTON.

On November 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and undertrimmers in Factory No. 9, Boston. (358)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 9, at Boston, for the work as there performed: —

Undertrimming, cemented work:

Quarter oxford, whole toe lining,

Per 12 Pair.

\$0 18

Bal., button, blucher bal. or blucher oxford, 5 cents less than the price paid for held-on work.

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

POOLE & JOHNSTON — BROCKTON.

On November 30 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, shoe manufacturers of Brockton, and edgemakers.
(360)

This application submits a controversy arising over the discharge of an edgemaker by the employers, Poole & Johnston of Brockton.

Having considered said application and heard the parties by their duly authorized representatives, the Board finds that the employers under the existing conditions were within their rights in discharging the employee in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

BUILDING TRADES — LAWRENCE.

The following decisions were rendered, the chairman of the Board acting as sole arbitrator: —

JANUARY 27, 1920.

In pursuance of an agreement between the Master Builders and the Building Trades' Council of Lawrence, dated May 7, 1919, a controversy having arisen between the parties thereto, and the board of arbitration therein provided for being unable to adjust the matter, and no umpire having been chosen, the chairman of the Board of Conciliation and Arbitration was called upon to act as such.

A conference was held at the office of E. W. Pitman Company, Bay State Building, Lawrence, on January 13, 1920. At this conference Charles H. Littlefield, E. W. Locke, John A. Peabody, James P. Meehan, Bart Barry and James R. Menzie of the board of arbitration were present. Further conferences were held on January 19 and 26.

The issue related to the employment by some of the contractors, parties to this agreement, but really centered upon one contractor,

of non-union common laborers, so called. The representatives of the union contended that this contractor had in his employ a large percentage of non-union men, and that non-union men were constantly leaving other contractors and entering the employ of this contractor because it was contended that such men were sure of employment whether they were union men or not, and the position taken by such representatives was that under the existing agreement such contractor should, if the men failed to join the union, request them to join and discharge them if they failed to do so. The position of the contractor was, and this was not in dispute, that he commenced work so late in the season that the other contractors had already employed to a considerable extent the available union men, and he was therefore unable to secure the services of union men; that he was perfectly willing to employ union men, and, in fact, had made a request of the union to secure union employees for him, but on account of the demands on the labor market such men were not available.

In order to encourage the common laborers to join the union, a reduction of initiation fees was temporarily resorted to by the union, but without material success. It did not appear that the local unions had any written agreement with the contractors, individually or collectively, other than the one above referred to, dated May 7, 1919. This agreement provides "that there shall be no strike or lockout during its existence," and further, "that *agreements* between the local unions and employers are still in effect, and are recognized by this agreement."

The first issue raised was whether or not, under the sentence last quoted, the word "agreements" included the by-laws (sometimes called the rules and regulations) of the unions in so far as applicable. The representatives of the union contended that such by-laws were included, as otherwise this agreement of May 7 would never have been entered into by the Building Trades' Council. This construction was practically admitted by the representatives of the contractors, as it was not denied that under this agreement the contractors could not employ experienced men such as carpenters, bricklayers, etc., unless they were union men, and a fair construction of this agreement would be that such by-laws as existed on the date of the agreement, to wit, May 7, 1919, and are applicable, were included under the word "agreements;" and I so find.

The second issue raised was whether or not common labor, so called, was included under this agreement. The representatives of the union claimed that such men were included. At least two representatives of the contractors claimed that they were not, and one other representative admitted that it was a matter of doubt. It is a fact, however, that a union existed known as the "Hodcarriers, Building and Common Laborers' Union," comprising locals Nos. 175, 219 and 228, which included common laborers, so called, and which was affiliated with the Building Trades' Council. It further appeared that in fixing the wages of the various crafts a wage was fixed "for all other laborers," which, of course, included common laborers.

Under these circumstances, as the union which included common laborers existed as a part of the Building Trades' Council, the only fair conclusion would seem to be that the common laborer, so called, is included under this agreement; and I so find.

Although no copy of such by-laws was presented, however, it did appear at the conferences that there were such by-laws covering the question of the employment of union with non-union men, and, of course, such by-laws, in accordance with the finding above made, are applicable and binding on the parties to the agreement.

MAY 6, 1920.

In the matter of a controversy between the Master Builders of Lawrence and locals Nos. 175, 219 and 228 of the Building Trades' Council, relative to the wages to be paid to common laborers, so called, and hodcarriers and tenders, members of said locals.

The parties through their representatives, having been unable to agree upon a wage schedule, called upon the chairman of the State Board of Conciliation and Arbitration to act as arbitrator.

The chairman met the parties in controversy at the office of E. W. Pitman Company, Bay State Building, Lawrence, on April 30, at which time it was mutually agreed that the decision of the arbitrator should be final and binding until April 1, 1921.

After hearing the parties by their duly authorized representatives, and investigating the question of wages paid for similar work in other communities, the chairman of the Board of Conciliation and Arbitration awards that the compensation shall be as follows: common laborers, 65 cents per hour; hodcarriers and tenders, 70 cents per hour.

EDWARD FISHER, *Arbitrator.*

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